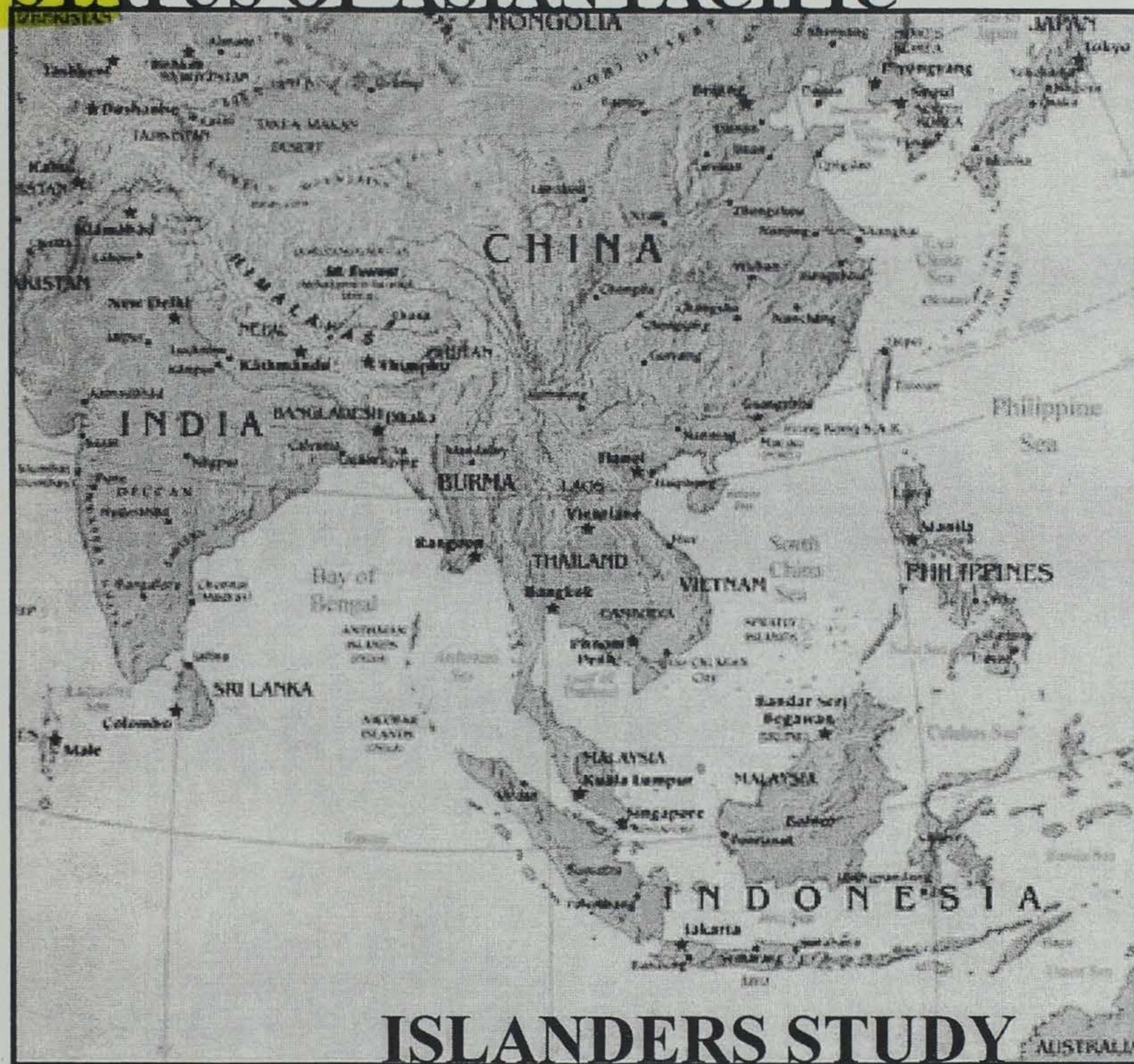


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## STATUS OF ASIAN PACIFIC



*Study on the status of persons of Asian Pacific  
Islander descent in the State of Iowa*

**Iowa Department  
of Human Rights**



STATUS OF ASIAN AND PACIFIC  
ISLANDERS STUDY

Prepared by  
The Iowa Department of Human Rights  
December 31, 1999

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## INTRODUCTION

On May 18, 1999, House File 737, of the Seventy-Eighth General Assembly, was enacted. Among other things, it provided for a "Status of Asian Pacific Islanders Study."

The law states:

The Department of Human Rights shall conduct a study of the status of persons of Asian Pacific Islander descent in the state of Iowa. The study shall focus on the areas of education, language development, employment, human rights, health, housing, and social welfare. The director of the department of human rights shall submit a report of findings and recommendations based on the study to the general assembly by January 1, 2000.

As framed by the Legislature, the study was intended to focus on key areas impacting the Asian and Pacific Islander American population. Among them, education, employment, health, human rights and social welfare. An empirical study of this undertaking would require resources greater than the Department Of Human Rights could provide with existing funding and funding was not provided as a part of the legislation. Consequently, the Department decided to assemble a report that would reflect data and material already collected by other sources. Additionally, the Department convened a working group of individuals who volunteered their time and assistance towards completion of the report.

It needs to be stated at the outset, therefore, that no original studies or surveys were conducted for purposes of this report. It is not an original study, complete with surveys and anecdotal research, but a collection of information, much of which comes from previous studies containing pertinent statistical data.

The work group was particularly helpful in providing anecdotal or first hand information relevant to Asian and Pacific Islander Americans in the State of Iowa. Their opinions and recommendations are likewise reflected in this report.

The work group was composed of Asian and Pacific Islander American leaders who demonstrated interest, knowledge and past involvement in advancing the issues of the Asian and Pacific Islander American population. Members of the work group are primarily from central Iowa and concern about the lack of more statewide representation was an issue that was discussed early on. Some members of the group stated that their work either took them across the state or made them privy to issues around the state. Others identified themselves as members of associations or organization that operated statewide. It must be made clear, however, that their personal opinions and comments are not necessarily representative of every Asian and Pacific Islander American in the State of Iowa.



## ACKNOWLEDGMENTS

The assistance and contributions of the following individuals and organizations are gratefully appreciated:

- The Governor and Lt. Governor for their leadership in advancing the issues of Iowa's Asian and Pacific Islander community.
- The Legislature for its commitment to the study of Asian and Pacific Islander issues and for its passage of House File 737.
- The state agency directors and staff who facilitated the gathering of the research information.
- Private organizations or businesses who provided information, data or other support.
- The community leaders participating in the work group:

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Apologies for any inadvertent omissions.



For purposes of this Report, the term Asian and Pacific Islander American will be used to identify the population which is the subject of this Report.

## BACKGROUND INFORMATION

In the early part of the 20<sup>th</sup> century more than 13 million people migrated to the United States. By 1910, foreign-born residents accounted for almost 15% of the total population. As the 20<sup>th</sup> century draws to a close, the U.S. Census Bureau reports that more than 25 million United States residents were born elsewhere. Ninety years ago, the majority of immigrants were European. Today immigrants come primarily from Latin America and Asia. During the 1990s, the number of foreign-born Asian U. S. residents jumped 40%. (Newsweek, September 27, 1999, citing U.S. Census Bureau)

On July 1, 1998, an estimated 10.4 million Asians and Pacific Islanders lived in the United States, up 2.8 million from a total of 7.6 million on July 1, 1990. They comprised 3.8% of the total population in 1998, up from 3% in 1990. (Source: U.S. Census Bureau Fact Sheet, Revised 9/99)

By 2020, the nation's Asian and Pacific Islander population is expected to reach 19.7 million, accounting for 6.1% of the nation's total population. Id.

The Asian and Pacific Islander population in Iowa, as of July 1, 1998 was estimated to be at 36,242. From the 1980 to 1990 census, the Iowa Asian and Pacific Islander population increased by 120% -- outpacing every group in the state.

Three decades worth of growth in the city of Des Moines highlights the rapidly expanding population figures.

From 1960 to 1990, the Des Moines Asian and Pacific Islander population showed the following census trends:

	1960	1970	1980	1990
<u>TOTAL</u>	<u>208,982</u>	<u>200,587</u>	<u>191,003</u>	<u>193,187</u>
Caucasian	198,424	188,179	172,618	172,417
Black	10,233	11,425	13,054	13,741
AAPI	202	304	1,596	4,602
AAPI %		150%	425%	188%
Change				



Part of this large population growth can be attributed to the refugee resettlement programs started in the mid 1970's. But, there continues to be growth among the Asian and Pacific Islander population independent of refugee programs. The designation of Asian and Pacific Islander is inclusive of many different nationalities and dialects. Asian and Pacific Islander Americans represent over 31 diverse groups. These include Japanese Americans, Chinese Americans, Korean Americans, Vietnamese Americans, Laotian Americans, Cambodian Americans, Thai Americans, Filipino Americans and Hmong Americans, to name a few.

The presence of Asian and Pacific Islanders as well as other diverse ethnic and racial populations have enriched many regions and communities throughout the United States and Iowa. Certainly, Asian and Pacific Islander Americans contribute to the richness of communities through their language, food and cultural customs. Reinforcing this point, is Dinh VanLo's article highlighting the many contributions of immigrants and refugees. See Appendix O. It is important to be aware of the diversity within the Asian and Pacific Islander American population, but also recognize that there are some important basic factors applicable to the population as a whole.

## DISPELLING THE "MODEL MINORITY" MYTH

At a time when the United States experienced unrest and discontent from other minorities, Asian and Pacific Islander Americans were sometimes seen as a model minority population that knew its place, worked hard and made little if any demands on the majority population. The distinction of being recognized as a "model minority" or, in some instances, "America's Super Minority," is one that arguably has done more to deflect attention away from the real needs and interests of Asian and Pacific Islander Americans. (Leadership Education for Asian Pacifics, Inc., December 1, 1997)

It is stereotyping to be sure, but following are some commonly recognized perceptions made about Asian and Pacific Islander Americans as a whole.

Asian and Pacific Islander Americans are typically seen as an industrious and hard-working people. They are also perceived as intelligent and better educated than most. It is not uncommon to characterize them as "whizzes" at math and science, specializing in the fields of business, medicine, science and engineering. They are recognized as very polite and quiet, to the point of being introverted. Asian and Pacific Islander American women are especially thought of as demure and reserved. Id.

Asian and Pacific Islander Americans have been labeled the "model minority" by many because they are seen as a minority population that has overcome racism and discrimination to succeed academically and economically, surpassing other minorities, and in some cases, the majority population. The Asian and Pacific Islander American



image of quiet accommodation and non-threatening perseverance is one that has been promoted by the majority population. *Id.* But, many Asian and Pacific Islander Americans will tell you that it is an image which is not accurate.

The problem with perpetuating the "model minority" myth is that it tends to overshadow the real issues and concerns facing the Asian and Pacific Islander American minority population. Interestingly, the issues and concerns facing Asian and Pacific Islander Americans are, in many ways, the same as those facing other minority populations. The frustration for Asian and Pacific Islander Americans is that while society readily recognizes these issues and concerns with the African-American and Latino populations, it does not with the Asian and Pacific Islander Americans. An example of barriers to opportunities and equal access for Asian and Pacific Islander Americans is evident in a reported 1994-95 high school drop out rate. The Des Moines Public Schools reported a 7.9% withdrawal rate among Asian American for the academic year 1994 - 95 when the comprehensive withdrawal rate for all Des Moines high schools was 3.5 %. (Gustafson, C. & Prine, D. 1995, 1994 - 1995 Withdrawal Report. Available from Des Moines Public Schools Department of School Improvement and Employee Relations, 1800 Grand Avenue, Des Moines, Iowa 50309)

Furthermore, community leaders in the work group are quick to point out that for Asian and Pacific Islanders it is important to recognize the differences that exist among Asian and Pacific Islander Americans. For example, there are those Asian and Pacific Islander populations who are more acculturated in American society. They tend to have higher levels of education, and incomes more comparable to whites. By contrast, newly arrived immigrants, such as those from Southeast Asia, have lower education and income levels.

## **ISSUES CONFRONTING THE ASIAN AND PACIFIC ISLANDER AMERICAN**

It became important, in preparing this report, to narrow the focus to several key issues. There is no comprehensive resource addressing all of the issues affecting the Asian and Pacific Islander American. In some instances, resource information was very limited. In others, it was more plentiful. Educational institutions and agencies provided the greatest share of information on Iowa's Asian and Pacific Islander population. Much of the data appearing in the appendices comes from Iowa's Department of Education, Iowa's College Student Aid Commission and Iowa's Board of Regents.

The report is not intended to be solely an educational study. However, one can suggest that what transpires in our educational institutions has significant impact on the greater community and is critical to any study that attempts to identify present as well as future trends.



## SOCIAL SERVICES

Access to social services is not typically seen as a priority for the Asian and Pacific Islander American community. It is believed that agencies, both public and private, have been slow to recognize the existence of poverty and low-income households in the Asian and Pacific Islander American community partially owing to the perception that Asian and Pacific Islander Americans have been financially successful. In a recent Des Moines Register article, "Asian immigrants earn most" the newspaper reported that "Asian immigrants are the best-off financially of all foreign-born Americans ... according to the Census Bureau." (Des Moines Register, October 15, 1999) Still, among those who are foreign-born, poverty rates place Asians at 14.7 percent compared to 12.7 percent for those from Europe. *Id.* Work group members say they see evidence of these poverty rates on a continuous basis. They tell us that in many instances Asian and Pacific Islander Americans are working 2 to 3 jobs just to stay beyond the reaches of the poverty income level. Compounding this situation is the fact that many of the jobs are labor intensive and very low paying. Typically, Asian and Pacific Islander Americans are employed in manual labor and service occupations. Certainly, work is plentiful in these job markets, but Asian and Pacific Islander Americans feel they should not be limited to this type of work because of barriers manifested by race, culture or language.

Poverty rates among Asians in the country were twice that of whites in 1993. (Los Angeles Times, December 2, 1993) Latest U.S. Census Bureau data show that 1.5 million Asian and Pacific Islander Americans live in poverty. Some of the work group members talk about the "working poor" population that exists today. They say it is a population that is virtually invisible to everyone else. Some contend that it is this invisibility that explains less government aid or private assistance to the Asian and Pacific Islander community. No one is suggesting that any other minority population should be deprived of the financial or volunteer support that it needs and receives, simply that the Asian and Pacific Islander American community should not be overlooked because of incorrect stereotypes suggesting wealth and prosperity. Asian and Pacific Islander Americans should have equal access to the same supports and resources available to other groups. They should not be limited based on their appearance and speech.

Some in Iowa's Asian and Pacific Islander American community will be the first to admit that they need to do more in promoting the issues and concerns of Asian and Pacific Islander Americans. Historically, in Iowa, Asian and Pacific Islanders have not been active in, or familiar with, traditionally recognized American methods of constituent advocacy. This is not a declaration that can be universally applied to all Asian Pacific Islander Americans. In some parts of the United States, Asian Pacific Islander American populations have been around for several generations and are politically astute. In other parts of the country, the Midwest for example, more recent arrivals are not as familiar with all of the norms and customs. Fundraising, voting, lobbying and participating in community-wide initiatives are cultural unknowns to many in the Asian and Pacific



Islander population. This is not an admission by Asian and Pacific Islander Americans of social indifference or isolationism. Rather, it is a reminder of existing cultural diversity and an observation that the Asian and Pacific Islander community's manner of dealing with minority issues may not meet the model of other cultural groups. Some leaders recognize the need to be more assertive and involved in policy-making and political decision-making at all levels. The expectation is that Asian and Pacific Islander Americans' presence and participation in local and statewide private and public initiatives will lead to mutually beneficial results.

## AFFIRMATIVE ACTION

Affirmative action is as much an issue with Asian and Pacific Islander Americans as with any other minority population. Some contend that in our earnest to celebrate diversity and inclusion, Asian and Pacific Islander Americans have been overlooked owing to the strong sense of accomplishment conveyed by the "model minority" myth. How can a population that is recognized as more intelligent and better educated be expected to share in the benefits of an affirmative action program? Asian and Pacific Islander American leaders suggest that some of the brightest and most intelligent of Asian and Pacific Islander Americans are indeed working and applying their skills, but are doing so under a very real glass ceiling. They point out that the once old image of the Asian and Pacific Islander American hard laborer might very well be replaced with today's Asian and Pacific Islander American high tech laborer. Leaders acknowledge that some Asian and Pacific Islander Americans have successfully risen to the level of management in their companies, but point out that there are few Asian and Pacific Islander American CEO's of large companies.

Locally, Asian and Pacific Islander American leaders point to the limited number of Asian Pacific Islander Americans in leadership positions who could serve as potential role models. As one example, they refer to the low number of Asian and Pacific Islander American teachers in the state's school system. See Appendix J.

The stereotypical view of Asian and Pacific Islander Americans as content to work hard and never complain can lead to the exclusion of Asian and Pacific Islander Americans from higher management and executive ranks in the public and private sector. Affirmative action policies in employment need to be mindful that their endeavors to provide equal access to those historically excluded from equal opportunity should include Asian and Pacific Islander Americans.

Likewise, institutions of higher learning need to be aware of this same phenomenon. The very successful academic achievements of some Asian and Pacific Islander American students should not deter universities from including Asian and Pacific Islander Americans in their affirmative action programs. Some Asian and Pacific Islander American leaders worry that the great successes of some Asian and Pacific



Islander American students will overshadow the need of the majority who would benefit greatly from affirmative action.

## EDUCATION

Asian and Pacific Islander Americans recognize, as do other minority groups, that education can be the key to a child's future success. Nevertheless, because the Asian and Pacific Islander American is so often portrayed as highly educated, it creates pressures which might not otherwise exist among other minority students. An Asian and Pacific Islander American who does poorly in school, or is in need of assistance, may find any sense of failure particularly distressing because of the very high expectations that are placed on the student for no other reason than his/her cultural heritage. The likely consequence is that the student will drop out of school. Interestingly enough, at the other end of the spectrum is the Asian and Pacific Islander American student who is very aware of the stereotype and perception of super intelligence and will minimize his/her intelligence in an effort to gain acceptance by other students.

Asian and Pacific Islander American leaders say that for the most part they are seeing a trend of younger Asian and Pacific Islander American children who are lost and increasingly at high risk of dropping out of school. Some of these students then turn to gang activity. In an enlightening discussion about who is responsible for teaching morals to the young children, members of the work group pointed out that in the Asian culture the responsibility fell upon the schools. Consequently, many Asian and Pacific Islander parents operate with an understanding that teaching morals is a part of the educational process. Leaders point out, however, that the expectation in American society is just the opposite. Parents are responsible for and are expected to instill morals in their children. Confusion about where this responsibility lies is certainly going to be a factor in the quality of life of these children.

Asian and Pacific Islander American leaders also discussed the impact of language on some Asian Pacific Islander American families. Problems can occur when the children in a family are fluent in English and the parents are not. This has a tendency to shift the balance of power, or control, away from the parents and to the child. A situation such as this has the potential to create dysfunction within the family and can negatively affect a child's ability to succeed far beyond his/her school years.

Asian and Pacific Islander American leaders are also quick to point out the many contributions of Asian and Pacific Islander American youth to the state's school system. They are particularly proud of the fact that in addition to culturally enriching Iowa's schools, Asian and Pacific Islander American students help to maintain Iowa's role as a leader in the nation, academically, with their strong test scores and grades.

At the same time, Iowa's Asian and Pacific Islander American leaders worry about losing its most gifted Asian and Pacific Islander youth. There has been much talk



recently about Iowa's young college graduates leaving the state for "greener pastures." Asian and Pacific Islander American leaders suggest that they will see the same exodus with the young Asian and Pacific Islander American who is a great potential resource for the state, but who sees barriers, when he/she should see opportunities.

## HEALTH

Asian and Pacific Islander Americans are often viewed not only as a model minority with few social problems, but with few health problems as well. However, emerging data on Asian and Pacific Islander Americans show significant health disparities and barriers to health care. (Source: Office of the White House Initiative on Asian Americans and Pacific Islanders, September, 1999, Appendix P) Information provided by the Office of the White House Initiative on Asian and Pacific Islanders shows, for example, that Asian and Pacific Islander Americans lack health insurance at a high rate and that Asian and Pacific Islander Americans have the highest rate for tuberculosis. Id.

These are nationwide trends. A comprehensive study of Iowa's health care registries and databases would identify health care issues as they affect our state's Asian and Pacific Islander American community.

Certainly, eliminating health disparities for Asian and Pacific Islander Americans and all minority populations is critical to our future. As we become more racially and ethnically diverse, the health of our minority population impacts the health of the country and our state.

## CONCLUSION

Arguably, this report raises more questions than it answers. It became apparent to all who had been involved in the project, that additional information pertaining to the Asian and Pacific Islander American would be beneficial, not only to the Asian and Pacific Islander American community, but to a host of other interested parties, e.g. local leaders, state leaders, business and industry, educators, health care providers and service organizations. Asian and Pacific Islander American leaders welcome the opportunity to explore, analyze and collect data in a lengthier project or study. A state-funded empirical study would provide for a report that is Iowa-focused and not so dependent on national trends and data. But, perhaps the best mechanism for generating and updating additional information might be the establishment of a state commission on the status of Iowa's Asian and Pacific Islander Americans.



Creation of a commission is not without precedent. Iowa's Department of Human Rights currently houses the Division of Latino Affairs and the Division on the Status of African Americans. Both Commissions are excellent examples of Iowa's recognition that much can be gained from bridging state government with its minority populations.

Asian and Pacific Islander American leaders emphasize the many mutual benefits of creating a state commission. In a rapidly expanding global economy, Iowa's ability to compete is strengthened by its understanding of foreign cultures. As Iowa enters new markets in countries around the world, it can employ and perfect strategies with the advice and assistance of an Asian and Pacific Islander American commission.

The commission's efforts could also be directed at more local issues. Work group members expressed concern about a slow migration of young Asian and Pacific Islander Americans out of Iowa. They point to the absence of role models in leadership positions and the negative message it sends to Iowa's young Asian and Pacific Islanders. The notion of a "brain drain" is not lost on Iowa's Asian and Pacific Islander American leaders. They worry that the brightest and most ambitious of Iowa's Asian and Pacific Islander youth will not stay and apply their talents here. A commission could work in tandem with the state's existing efforts to retain Iowa's youth, including its Asian and Pacific Islander Americans.

Also, the commission could be expected to work with other state agencies. Currently, several state agencies have approached the Department of Human Rights on issues pertaining to minority populations – issues ranging from improving communications, particularly on regulatory matters, between state agencies and these populations to identifying and tapping potential labor resources.

As the work on the report neared completion, both the Department and work group members observed that it was, in fact, only a beginning. To the extent resources and information allow, it is hoped that brief supplemental reports can be issued periodically by the Department of Human Rights on key topics relevant to Iowa's Asian and Pacific Islander American community. Work group members say that the dissemination of more information about Iowa's Asian and Pacific Islander American population is a good idea. But, they also point to the need to acquire more current and accurate data on Iowa's Asian and Pacific Islander American population.

The following appendices represent a collection of information from both public and private sources. Material was included primarily because it was available, relatively current, and relevant. There is no special arrangement or relationship of the data. Mostly, it gives us a brief snapshot of the Asian and Pacific Islander community in Iowa in a limited number of areas. Educational data proved to be the most abundant. Asian and Pacific Islander leaders emphasized the need for more information about Iowa's Asian and Pacific Islander Americans in other areas, including business. Anecdotally speaking, the leaders are aware of their many contributions to Iowa's economic well-being. Measuring, studying and perpetuating these successes would naturally contribute much.



## Appendix A

Following is an estimate of the population, by race and Hispanic origin in Iowa counties in 1980. Also represented are the last U.S. census figures of 1960. Spanish, Asian and Pacific Islander increased in population. More than half (51.2%) of Iowa's Asian and Pacific Islander lived in Johnson, Polk or Story counties in 1980. Nevertheless, the Asian population is well represented in many other counties. Also, based on the marriage with census, with the exception of one, has shown all increases in its Asian and Pacific Islander population. Pocahontas county showed neither a growth nor a loss in its Asian and Pacific Islander population. The white population the same. All but two counties (Adair and Audubon) had at least 15 white and Pacific Islander residents that year.

Several counties showed significant increases in population. For example, Linn, Johnson, Polk, Scott, Story and Woodbury had increases greater than 500. Other notable growth occurred in Black Hawk, Boone, Van, Carter, Cedar, Pottaw, Des Moines, Dubuque, Henry, Jasper, Mahoning, Marshall and Muscatine and other counties.

It is important to remember that the numbers for 1980 are estimates based on the studies of Iowa State University. Newer U.S. Census Bureau data for 2000 will provide more accurate picture of the population. It is estimated that the census data will confirm the growth of the Asian and Pacific Islander population in Iowa over the past year period since the last U.S. Census Bureau.

## APPENDICES

Charles, Iowa's Counties: Selected Population Trends, Vital Statistics and Socioeconomic Data, 1994 Edition, by Willie County, Susan Charvat Burke, and Margaret Fleming, Iowa State University's Department of Sociology, October, 1994.



## Appendix A

Following is an estimate of the populations, by race and Hispanic origin in Iowa counties in 1997. Also represented are the last U.S. census figures of 1990. Statewide, Asian and Pacific Islanders increased in population. More than half (52.2%) of Iowa's Asian and Pacific Islanders lived in Johnson, Polk or Story counties in 1997. Nevertheless, the Asian population is well represented in many other counties. Also, based on the estimates, each county, with the exception of one, has shown an increase in its Asian and Pacific Islander population. Pocahontas county showed neither a growth nor a loss in its Asian and Pacific Islander population. The number remained the same. All but two counties (Adams and Audobon) had at least 15 Asian and Pacific Islanders residents that year.

Several counties showed significant increases in numbers. For example, Linn, Johnson, Polk, Scott, Story and Woodbury had increases greater than 500. Other notable growth occurred in Black Hawk, Buena Vista, Cerro Cordo, Dallas, Des Moines, Dubuque, Henry, Jasper, Mahaska, Marshall and Muscatine and Sioux counties.

It is important to remember that the numbers for 1997 are estimates based on the studies of Iowa State University. Newer U.S. Census Bureau data for 2000 will provide a more accurate picture of the population. It is estimated that the census data will confirm the growth of the Asian and Pacific Islander population in Iowa over the ten year period since the last U.S. Census Bureau count.

(Source: Iowa's Counties: Selected Population Trends, Vital Statistics and Socioeconomic Data, 1998 Edition, by Willis Goudy, Sandra Charvat Burke, and Margaret Hanson, Iowa State University's Department of Sociology, October, 1998).



Table 1. Estimates of Residents by Race or Hispanic Origin in Iowa's Counties, 1990 and 1997.

County	1997						1990					
	Total	American Indian	Asian or Pacific Islander	Black	White	Hispanic Origin*	Total	American Indian	Asian or Pacific Islander	Black	White	Hispanic Origin*
Adair	8232	4	25	1	8202	51	8409	5	19	1	8384	35
Adams	4420	7	4	3	4406	21	4866	7	3	3	4853	18
Allamakee	13991	25	45	22	13899	79	13855	21	31	5	13798	42
Appanoose	13511	30	42	80	13359	105	13743	27	36	79	13601	72
Audubon	6814	3	7	6	6798	33	7334	3	6	1	7324	22
Benton	25019	36	82	30	24871	178	22429	31	45	20	22333	93
Black Hawk	121502	228	1337	9093	110844	1406	123798	231	1013	8550	114004	912
Boone	26158	21	111	60	25966	167	25186	19	78	62	25027	99
Bremer	23304	14	168	71	23051	111	22813	11	133	70	22599	72
Buchanan	21139	27	63	36	21013	182	20844	24	44	38	20738	112
Buena Vista	19565	19	515	62	18969	234	19965	17	397	56	19495	160
Butler	15695	13	35	4	15643	58	15731	12	26	4	15689	37
Calhoun	11426	26	28	111	11261	63	11508	11	23	30	11444	40
Carroll	21703	31	96	25	21551	130	21423	19	57	8	21339	57
Cass	14743	20	18	9	14696	61	15128	22	16	9	15081	46
Cedar	17969	17	75	20	17857	183	17444	17	49	16	17362	109
Cerro Gordo	46371	44	346	333	45648	1512	46733	45	264	307	46117	994
Cherokee	13418	35	39	19	13325	64	14098	37	32	20	14009	51
Chickasaw	13435	4	25	4	13402	72	13295	4	18	4	13269	40
Clarke	8237	10	27	8	8192	26	8287	8	21	3	8255	19
Clay	17600	36	122	11	17431	77	17585	31	83	8	17463	44
Clayton	18791	15	33	8	18735	91	19054	16	27	7	19004	61
Clinton	50224	143	285	829	48967	470	51040	125	205	732	49978	294
Crawford	16389	29	106	57	16197	133	16775	33	89	59	16594	98
Dallas	35765	61	126	84	35494	338	29755	44	70	63	29578	176
Davis	8414	26	26	2	8360	66	8312	25	21	2	8264	41
Decatur	8190	17	89	38	8046	57	8338	17	73	35	8213	45
Delaware	18449	33	66	38	18312	178	18035	15	32	11	17977	68
Des Moines	42123	68	306	1428	40321	789	42614	70	230	1329	40985	492
Dickinson	15985	27	45	23	15890	98	14909	22	26	16	14845	52
Dubuque	88084	106	592	384	87002	672	86403	85	442	357	85519	437
Emmet	10931	9	34	22	10866	83	11569	13	31	19	11506	63
Fayette	21995	18	64	67	21846	303	21843	16	51	48	21728	195
Floyd	16472	21	75	10	16366	129	17058	13	47	8	16990	92
Franklin	10874	8	21	8	10837	217	11364	8	18	7	11331	152
Fremont	7840	8	19	6	7807	66	8226	9	16	4	8197	53
Greene	10043	10	37	5	9991	46	10045	10	30	5	10000	30
Grundy	12280	9	30	7	12234	57	12029	9	21	7	11992	34
Guthrie	11432	27	25	9	11371	64	10935	19	15	7	10894	35
Hamilton	16058	23	123	12	15900	181	16071	21	90	10	15950	116
Hancock	12038	8	31	2	11997	188	12638	7	29	1	12601	129
Hardin	18512	31	74	114	18293	155	19094	26	56	118	18894	106
Harrison	15346	18	72	10	15246	87	14730	15	51	10	14654	50
Henry	19948	68	300	222	19358	208	19226	44	215	212	18755	127
Howard	9710	9	26	6	9669	35	9809	7	20	5	9777	24
Humboldt	10398	29	32	9	10328	56	10756	15	27	9	10705	37
Ida	7935	11	27	11	7886	40	8365	5	19	1	8340	23
Iowa	15468	15	51	11	15391	73	14630	11	34	7	14578	39
Jackson	20097	24	35	24	20014	148	19950	23	24	18	19885	96
Jasper	35700	87	247	137	35229	324	34795	66	177	65	34487	194

\*Hispanics can be of any race.



Table 1. Estimates of Residents by Race or Hispanic Origin in Iowa's Counties, 1990 and 1997 (continued).

County	1997						1990					
	Total	American Indian	Asian or Pacific Islander	Black	White	Hispanic Origin*	Total	American Indian	Asian or Pacific Islander	Black	White	Hispanic Origin*
Jefferson	17020	27	175	105	16713	193	16310	24	139	93	16054	141
Johnson	102318	225	5337	2383	94373	2447	96119	187	3851	2002	90079	1435
Jones	20281	52	43	291	19895	174	19444	35	23	301	19085	95
Keokuk	11495	20	36	6	11433	29	11624	19	27	6	11572	19
Kossuth	17908	7	65	7	17829	125	18591	8	59	8	18516	94
Lee	38654	66	181	1287	37120	1147	38687	61	137	1128	37361	732
Linn	181704	433	2032	4011	175228	2744	168767	369	1408	3352	163638	1591
Louisa	11934	34	28	98	11774	669	11592	36	19	86	11451	425
Lucas	9067	21	23	8	9015	81	9070	20	18	4	9028	53
Lyon	11960	17	49	9	11885	29	11952	15	35	2	11900	11
Madison	13733	49	27	5	13652	121	12483	37	16	5	12425	67
Mahaska	21822	23	238	42	21519	143	21532	17	180	44	21291	92
Marion	31260	50	407	125	30678	262	30001	43	284	104	29570	162
Marshall	38789	111	423	328	37927	456	38276	106	302	279	37589	292
Mills	14387	38	25	20	14304	133	13202	28	18	23	13133	72
Mitchell	11063	1	32	3	11027	76	10928	1	21	2	10904	45
Monona	9998	26	19	8	9945	45	10034	26	13	5	9990	30
Monroe	8045	15	39	23	7968	25	8114	16	33	19	8046	18
Montgomery	11907	12	15	5	11875	73	12076	12	13	5	12046	52
Muscatine	41212	130	414	303	40365	4594	39907	118	306	221	39262	2900
O'Brien	14920	32	60	12	14816	56	15444	32	52	8	15352	39
Osceola	6999	6	17	3	6973	18	7267	9	16	3	7239	16
Page	17130	49	106	235	16740	320	16870	52	85	84	16649	197
Palo Alto	10074	19	19	8	10028	30	10669	23	18	8	10620	24
Plymouth	24649	18	82	43	24506	101	23388	15	53	49	23271	58
Pocahontas	8835	10	17	4	8804	35	9525	11	17	4	9493	32
Polk	354232	1064	8824	17714	326630	10607	327140	954	6053	14872	305261	6161
Pottawattamie	85405	272	455	545	84133	2459	82628	246	290	468	81624	1514
Poweshiek	18999	29	272	107	18591	110	19033	23	192	88	18730	68
Ringgold	5337	11	22	1	5303	25	5420	10	18	1	5391	16
Sac	11890	12	22	4	11852	61	12324	14	20	4	12286	44
Scott	157433	572	1975	9236	145650	7012	150973	520	1373	8050	141030	4251
Shelby	13118	21	25	7	13065	69	13230	20	20	5	13185	44
Sioux	31090	37	324	38	30691	150	29903	32	211	25	29635	66
Story	74582	117	4533	1284	68648	1270	74252	107	3480	1203	69462	840
Tama	17636	852	86	33	16665	192	17419	814	65	31	16509	128
Taylor	7146	10	25	1	7110	70	7114	8	19	1	7086	46
Union	12461	22	60	11	12368	62	12750	22	51	10	12667	42
Van Buren	7825	5	26	12	7782	43	7676	8	18	10	7640	29
Wapello	35358	100	237	293	34728	337	35696	98	172	271	35155	224
Warren	39720	73	238	108	39301	484	36033	52	146	90	35745	277
Washington	20855	18	76	96	20665	341	19612	16	54	90	19452	196
Wayne	6824	8	18	1	6797	34	7067	8	16	1	7042	29
Webster	38616	113	214	898	37391	717	40342	118	166	886	39172	490
Winnebago	12060	15	104	27	11914	147	12122	17	82	31	11992	97
Winneshek	20895	6	255	57	20577	94	20847	5	198	43	20601	61
Woodbury	102092	2038	1795	2173	96086	4253	98276	1895	1291	1901	93189	2712
Worth	7764	2	17	15	7730	125	7991	3	14	15	7959	91
Wright	14178	15	59	10	14094	139	14269	15	43	10	14201	92
State of Iowa	2852423	8511	35778	55634	2752500	53092	2776831	7716	25715	48417	2694983	32643



## APPENDIX B

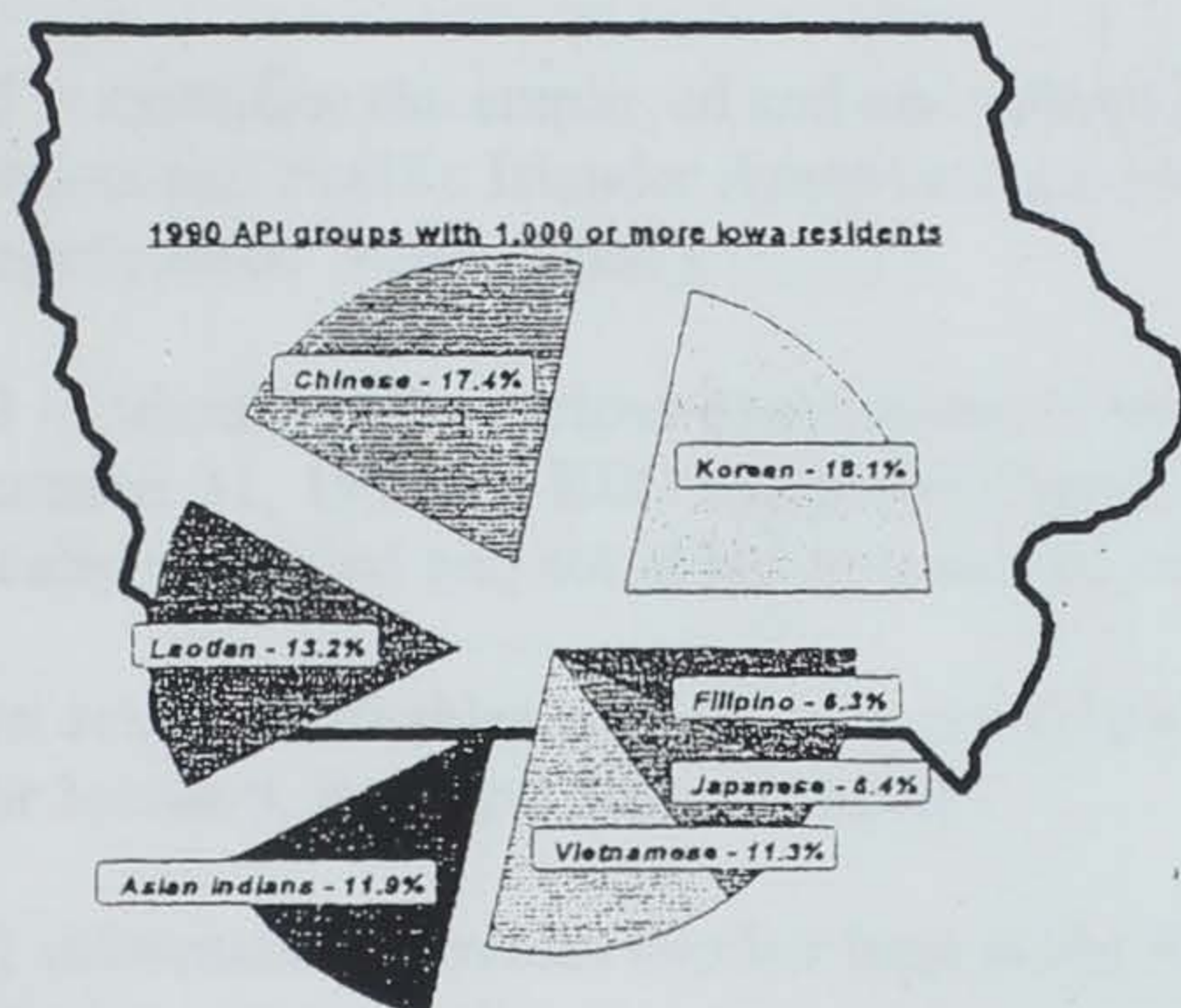
Following is a graphic overview of Iowa's Asian/Pacific Islander population based on the 1990 U.S. Census. Although the information it provides is based on 10 year-old census data, it provides relevant information. Listed are the subcategories of Asian and Pacific Islanders either designated by the U.S. Census Bureau or recognized as existing in Iowa. Note that the 1990 population of Asian and Pacific Islanders showed a **120%** growth since the 1980 census count.

Also listed is profile information of Asian and Pacific Islanders showing their median age, education level, employment rate, and income range in 1990.

(Source: Provided by the Asian American Council, 223 E. Walnut Street, Des Moines, Iowa 50309).



### IOWA'S ASIAN/PACIFIC ISLANDER POPULATION\*



The U.S. Bureau of the Census identifies Asian/Pacific Islander (API) category into ten subcategories. These subcategories include: Chinese, Filipino, Hawaii, Korean, Vietnamese, Japanese, Asian Indian, Samoan, Guamanian, and other Asian/Pacific Islander.

In 1990, 25,476 (.9%) Iowans self-reported belonging to the API category. The API population has grown 120% since the 1980 census. Iowans in the API category consist of: Cambodian, Hmong, Thai, Hawaiian, Samoan, Guamanian besides the ones listed above.

#### 1990 Profiles of API:

- Median age - 23.6 years old
- 68.9% born in countries other than the United States
- 85.2% married - couple families
- 28.7% lived in the same house at least five years

#### Education:

- 83.1% children 3 - 17 years of age were enrolled in school
- 72.3% students 20 -24 years of age were enrolled in school
- 76.4% have completed a high school degree
- 47.3% have a bachelor's or an advanced/professional degree

#### Employment:

- 3.8% males were unemployed
- 6.8% females were unemployed
- 40.3% males were employed in managerial and professional occupations

#### Income:

- 19.9% families earned \$50,000 or more
- \$25,254 median income versus \$31,871 for Caucasians
- Families of female headed households with children under 18 had a median income of \$9,809
- 29.2% API were in poverty
- 49% API over the age of 65 were in poverty

\*Minority/Majority Groups in Iowa by Willis Goudy, Sandra Charvat Burke, Liu Dongwang, Jessie Beebe, Rogelio Sa'enz, and Nak Hoon Lee. Census Services, Department of Sociology, ISU.

- For more information please contact the Asian American Council 223 E. Walnut St, Suite B, Des Moines, Iowa 50309 (515)280-8477.



## APPENDIX C

Following is data provided by Iowa's Workforce Development Office.

Each page has three tables.

Table 1 -- identifies the population by race and gender using 1990 census data ("Asians" are identified).

Table 2 -- identifies the employed and unemployed by gender and minority group for 1997 (Asian and Pacific Islander Americans are not identified and would likely fall into the category titled "other races").

Table 3 -- identifies the various occupations of workforce development applicants, active on December 31, 1997, by EEO categories (Asian and Pacific Islander Americans are not specifically identified and could be included in both the female and minority categories).

The first set/page of tables is a statewide overview. Following it are individual tables each for Johnson, Polk and Story counties.

Table 1 information provides another look at the Asian and Pacific Islander American population count generally.

Table 2 provides employment data, but is somewhat limited in its usefulness since Asian and Pacific Islander Americans are not specifically identified. We must rely on the category "other races" along with some deductive reasoning to estimate the employment rate of Asian and Pacific Islander Americans.

(Source: Affirmative Action Data for Iowa, 1998, Iowa Workforce Development, Research and Information Services Division, Labor Market Information Bureau, Cynthia Eisenhower, Director).



TABLE 1

STATE OF IOWA  
1990 CENSUS DATA  
POPULATION BY GENDER AND MINORITY STATUS

	TOTAL	%	FEMALE	%
TOTAL POPULATION	2,776,755	100.0	1,431,953	51.6
WHITE	2,683,090	96.6	1,385,700	49.9
BLACK	48,090	1.7	24,023	0.9
ASIAN	25,476	0.9	12,570	0.5
AMER IND/ESK/ALEUT	7,349	0.3	3,742	0.1
OTHER RACES	12,750	0.5	5,918	0.2
HISPANIC	32,647	1.2	15,863	0.6
TOTAL MINORITY	126,312	4.5	62,116	2.2

TABLE 2

STATE OF IOWA  
LABOR FORCE STATUS  
BY GENDER AND MINORITY GROUP FOR 1997

	LABOR FORCE	%	EMPLOYED	%	UNEMPLOYED	%	UNEMPLOYMENT RATE (%)
TOTAL BOTH SEXES	1,577,200	100.0	1,525,820	100.0	51,380	100.0	3.3
WHITE	1,516,710	96.2	1,469,890	96.3	46,820	91.1	3.1
BLACK	38,420	2.4	34,880	2.3	3,540	6.9	9.2
OTHER RACES	22,070	1.4	21,050	1.4	1,020	2.0	4.6
HISPANIC	21,900	1.4	20,610	1.4	1,280	2.5	5.9
TOTAL MINORITY	82,390	5.2	76,550	5.0	5,840	11.4	7.1
TOTAL FEMALE	746,490	47.3	725,420	47.5	21,070	41.0	2.8

NOTE: MAY NOT SUM DUE TO ROUNDING. RATES AND PERCENTAGES COMPUTED USING UNROUNDED DATA.  
HISPANIC INCLUDED IN TOTAL MINORITY, BUT ARE COUNTED AS OTHER CATEGORIES IN POPULATION.  
\* NOT COMPUTABLE.

TABLE 3

STATE OF IOWA  
OCCUPATIONS OF WORKFORCE DEVELOPMENT CENTER APPLICANTS  
ACTIVE ON DECEMBER 31, 1997  
BY EEO CATEGORY

OCCUPATIONAL GROUP	TOTAL	FEMALE	%	MINORITY	%
TOTAL	50,200	22,973	45.8	4,697	9.4
OFFICIALS/MANAGERS (003-037)	2,984	1,306	43.8	98	3.3
PROFESSIONALS (043-199)	2,361	1,279	54.2	165	7.0
TECHNICIANS (203-235)	1,323	779	58.9	82	6.2
SALES WORKERS (243-285)	4,971	3,210	64.6	375	7.5
OFFICE/CLERICAL WORKERS (303-389)	6,565	5,159	78.6	528	8.0
CRAFT WORKERS (503-699)	4,002	327	8.2	302	7.5
OPERATIVES (703-799)	11,763	3,413	29.0	1,191	10.1
LABORERS (473-499, 863-889)	6,542	1,513	23.1	943	14.4
SERVICE WORKERS (403-469)	8,229	5,204	63.2	899	10.9
NO EEO CLASSIFICATION	1,460	783	53.6	114	7.8



TABLE 1

IOWA CITY MSA (JOHNSON COUNTY)  
1990 CENSUS DATA  
POPULATION BY GENDER AND MINORITY STATUS

	TOTAL	%	FEMALE	%
TOTAL POPULATION	96,119	100.0	48,518	50.5
WHITE	89,649	93.3	45,511	47.3
BLACK	1,979	2.1	873	0.9
ASIAN	3,837	4.0	1,819	1.9
AMER IND/ESK/ALEUT	176	0.2	84	0.1
OTHER RACES	478	0.5	231	0.2
HISPANIC	1,435	1.5	688	0.7
TOTAL MINORITY	7,905	8.2	3,695	3.8

TABLE 2

IOWA CITY MSA (JOHNSON COUNTY)  
LABOR FORCE STATUS  
BY GENDER AND MINORITY GROUP FOR 1997

	LABOR FORCE	%	EMPLOYED	%	UNEMPLOYED	%	UNEMPLOYMENT RATE (%)
TOTAL BOTH SEXES	64,710	100.0	63,070	100.0	1,630	100.0	2.5
WHITE	61,510	95.1	59,980	95.1	1,520	93.2	2.5
BLACK	1,120	1.7	1,070	1.7	60	3.5	5.1
OTHER RACES	2,080	3.2	2,030	3.2	50	3.3	2.6
HISPANIC	800	1.2	770	1.2	30	2.1	4.3
TOTAL MINORITY	4,000	6.2	3,860	6.1	140	8.9	3.6
TOTAL FEMALE	31,150	48.1	30,490	48.3	650	40.1	2.1

NOTE: MAY NOT SUM DUE TO ROUNDING. RATES AND PERCENTAGES COMPUTED USING UNROUNDED DATA.  
HISPANIC INCLUDED IN TOTAL MINORITY, BUT ARE COUNTED AS OTHER CATEGORIES IN POPULATION.  
\* NOT COMPUTABLE.

TABLE 3

IOWA CITY MSA (JOHNSON COUNTY)  
OCCUPATIONS OF WORKFORCE DEVELOPMENT CENTER APPLICANTS  
ACTIVE ON DECEMBER 31, 1997  
BY EEO CATEGORY

OCCUPATIONAL GROUP	TOTAL	FEMALE	%	MINORITY	%
TOTAL	1,158	533	46.0	183	15.8
OFFICIALS/MANAGERS (003-037)	82	30	36.6	4	4.9
PROFESSIONALS (043-199)	121	62	51.2	17	14.0
TECHNICIANS (203-235)	52	30	57.7	5	9.6
SALES WORKERS (243-285)	119	72	60.5	13	10.9
OFFICE/CLERICAL WORKERS (303-389)	198	135	68.2	26	13.1
CRAFT WORKERS (503-699)	53	7	13.2	5	9.4
OPERATIVES (703-799)	227	62	27.3	56	24.7
LABORERS (473-499, 863-889)	110	21	19.1	19	17.3
SERVICE WORKERS (403-469)	188	109	58.0	37	19.7
NO EEO CLASSIFICATION	8	5	62.5	1	12.5



TABLE 1

POLK COUNTY  
1990 CENSUS DATA  
POPULATION BY GENDER AND MINORITY STATUS

	TOTAL	%	FEMALE	%
TOTAL POPULATION	327,140	100.0	171,247	52.3
WHITE	303,168	92.7	158,986	48.6
BLACK	14,799	4.5	7,782	2.4
ASIAN	6,003	1.8	2,974	0.9
AMER IND/ESK/ALEUT	922	0.3	471	0.1
OTHER RACES	2,248	0.7	1,034	0.3
HISPANIC	6,161	1.9	3,006	0.9
TOTAL MINORITY	30,133	9.2	15,267	4.7

TABLE 2

POLK COUNTY  
LABOR FORCE STATUS  
BY GENDER AND MINORITY GROUP FOR 1997

	LABOR FORCE	%	EMPLOYED	%	UNEMPLOYED	%	UNEMPLOYMENT RATE (%)
TOTAL BOTH SEXES	210,690	100.0	205,070	100.0	5,620	100.0	2.7
WHITE	199,660	94.8	194,720	95.0	4,950	88.1	2.5
BLACK	7,370	3.5	6,840	3.3	530	9.5	7.2
OTHER RACES	3,650	1.7	3,510	1.7	140	2.5	3.8
HISPANIC	3,700	1.8	3,540	1.7	160	2.9	4.4
TOTAL MINORITY	14,730	7.0	13,900	6.8	830	14.8	5.7
TOTAL FEMALE	103,110	48.9	100,960	49.2	2,150	38.3	2.1

NOTE: MAY NOT SUM DUE TO ROUNDING. RATES AND PERCENTAGES COMPUTED USING UNROUNDED DATA.  
HISPANIC INCLUDED IN TOTAL MINORITY, BUT ARE COUNTED AS OTHER CATEGORIES IN POPULATION.  
\* NOT COMPUTABLE.

TABLE 3  
POLK COUNTY  
OCCUPATIONS OF WORKFORCE DEVELOPMENT CENTER APPLICANTS  
ACTIVE ON DECEMBER 31, 1997  
BY EEO CATEGORY

OCCUPATIONAL GROUP	TOTAL	FEMALE	%	MINORITY	%
TOTAL	4,845	2,266	46.8	902	18.6
OFFICIALS/MANAGERS (003-037)	443	171	38.6	24	5.4
PROFESSIONALS (043-199)	323	169	52.3	41	12.7
TECHNICIANS (203-235)	148	99	66.9	15	10.1
SALES WORKERS (243-285)	453	242	53.4	57	12.6
OFFICE/CLERICAL WORKERS (303-389)	1,003	769	76.7	184	18.3
CRAFT WORKERS (503-699)	337	29	8.6	53	15.7
OPERATIVES (703-799)	921	227	24.6	249	27.0
LABORERS (473-499, 863-889)	396	97	24.5	100	25.3
SERVICE WORKERS (403-469)	748	424	56.7	170	22.7
NO EEO CLASSIFICATION	73	39	53.4	9	12.3



TABLE 1

STORY COUNTY  
1990 CENSUS DATA  
POPULATION BY GENDER AND MINORITY STATUS

	TOTAL	%	FEMALE	%
TOTAL POPULATION	74,252	100.0	35,829	48.3
WHITE	69,143	93.1	33,676	45.4
BLACK	1,191	1.6	541	0.7
ASIAN	3,464	4.7	1,409	1.9
AMER IND/ESK/ALEUT	106	0.1	52	0.1
OTHER RACES	348	0.5	151	0.2
HISPANIC	840	1.1	384	0.5
TOTAL MINORITY	5,949	8.0	2,537	3.4

TABLE 2

STORY COUNTY  
LABOR FORCE STATUS  
BY GENDER AND MINORITY GROUP FOR 1997

	LABOR FORCE	%	EMPLOYED	%	UNEMPLOYED	%	UNEMPLOYMENT RATE (%)
TOTAL BOTH SEXES	45,170	100.0	43,960	100.0	1,210	100.0	2.7
WHITE	42,920	95.0	41,780	95.0	1,140	94.9	2.7
BLACK	660	1.5	640	1.5	20	1.3	2.3
OTHER RACES	1,590	3.5	1,540	3.5	50	3.8	2.9
HISPANIC	340	0.8	340	0.8	10	0.5	1.8
TOTAL MINORITY	2,590	5.7	2,520	5.7	70	5.6	2.6
TOTAL FEMALE	20,220	44.8	19,670	44.7	550	45.5	2.7

NOTE: MAY NOT SUM DUE TO ROUNDING. RATES AND PERCENTAGES COMPUTED USING UNROUNDED DATA.  
HISPANIC INCLUDED IN TOTAL MINORITY, BUT ARE COUNTED AS OTHER CATEGORIES IN POPULATION.  
\* NOT COMPUTABLE.

TABLE 3

STORY COUNTY  
OCCUPATIONS OF WORKFORCE DEVELOPMENT CENTER APPLICANTS  
ACTIVE ON DECEMBER 31, 1997  
BY EEO CATEGORY

OCCUPATIONAL GROUP	TOTAL	FEMALE	%	MINORITY	%
TOTAL	740	335	45.3	28	3.8
OFFICIALS/MANAGERS (003-037)	59	24	40.7	1	1.7
PROFESSIONALS (043-199)	65	33	50.8	6	9.2
TECHNICIANS (203-235)	36	26	72.2	1	2.8
SALES WORKERS (243-285)	56	32	57.1	5	8.9
OFFICE/CLERICAL WORKERS (303-389)	138	87	63.0	5	3.6
CRAFT WORKERS (503-699)	63	3	4.8	2	3.2
OPERATIVES (703-799)	142	54	38.0	4	2.8
LABORERS (473-499, 863-889)	67	14	20.9	1	1.5
SERVICE WORKERS (403-469)	99	52	52.5	2	2.0
NO EEO CLASSIFICATION	15	10	66.7	1	6.7



## APPENDIX D

Following is a county-by-county breakdown of students in grades K through 12 for the years progressing from 1978 to 1997. Statisticians tell us that until new census bureau figures are generated, one of the most effective methods of estimating population growth or loss is best done through student enrollment figures. Enrolled students are an indication of families living and working in any given area.

Among Asian American students, there has been an increase from 1978 to 1997 in all but 15 counties. Those counties showing the most significant increases parallel the ones identified in Appendix A, i.e. Linn, Johnson, Polk, Scott, Story and Woodbury.

(Source: Iowa's Counties: Selected Population Trends, Vital Statistics and Socioeconomic Data, 1998 Edition, by Willis Goudy, Sandra Charvat Burke, and Margaret Hanson, Iowa State University's Department of Sociology, October, 1998)



Table 1. Numbers of K-12 Students in Selected Ethnic Groups in Iowa's Counties, 1978, 1982, 1987, 1992-1997.

County	American Indian K-12 Students									Asian American K-12 Students									Black K-12 Students								
	1997	1996	1995	1994	1993	1992	1987	1982	1978	1997	1996	1995	1994	1993	1992	1987	1982	1978	1997	1996	1995	1994	1993	1992	1987	1982	1978
Adair	0	0	0	2	2	4	0	0	1	9	7	8	10	10	7	7	8	2	0	0	0	0	0	0	2	0	0
Adams	0	0	0	0	0	0	0	0	0	2	1	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
Allamakee	0	1	1	0	2	1	3	2	14	20	19	22	20	22	18	6	3	10	6	7	7	7	9	2	6	2	2
Appanoose	6	7	3	1	1	0	4	0	1	12	15	9	8	6	11	13	16	16	37	31	24	18	19	21	17	21	36
Audubon	6	3	4	5	2	2	0	0	0	5	3	8	8	6	4	0	10	2	2	4	2	2	3	1	1	0	0
Benton	12	5	0	4	4	5	7	6	4	18	19	18	15	18	12	12	15	11	22	18	14	6	8	14	7	4	5
Black Hawk	57	57	59	51	56	53	47	35	44	331	341	314	343	336	372	298	275	177	3153	3031	2985	2934	2817	2581	2636	2623	2481
Boone	7	11	7	7	6	6	5	3	3	30	40	40	32	32	35	34	33	18	14	19	14	12	9	9	14	7	3
Bremer	4	6	7	13	8	7	3	7	9	41	39	33	37	32	30	28	31	32	21	24	18	17	17	20	8	10	9
Buchanan	1	0	3	2	2	1	0	1	2	22	19	23	28	19	16	12	15	12	20	10	10	8	9	8	8	1	2
Buena Vista	0	2	1	3	5	3	0	0	6	258	221	211	199	197	190	60	39	17	43	32	28	17	25	18	8	8	4
Butler	0	3	2	3	4	2	2	0	1	18	16	14	13	11	12	7	6	2	3	2	2	9	4	5	1	3	0
Calhoun	7	5	3	4	4	3	1	1	6	10	12	12	13	14	10	8	9	13	6	4	7	2	4	5	3	3	1
Carroll	6	5	2	5	2	2	0	12	7	24	19	17	13	14	15	11	14	14	14	10	9	5	5	3	2	3	5
Cass	8	11	5	11	5	2	0	2	3	13	15	21	15	16	16	9	18	18	21	18	19	20	24	14	6	6	6
Cedar	9	5	1	1	1	1	0	1	0	19	17	19	18	13	12	15	18	14	17	13	12	9	8	2	4	6	4
Cerro Gordo	11	10	5	7	1	3	2	0	2	112	95	96	86	93	97	86	101	44	117	119	115	105	102	81	60	68	71
Cherokee	4	7	5	6	8	3	4	0	3	14	11	19	11	14	10	8	10	4	8	16	22	25	21	11	11	7	254
Chickasaw	5	2	4	1	1	1	1	1	0	18	13	10	10	8	2	1	2	5	10	15	11	8	5	5	2	2	2
Clarke	3	4	3	3	3	0	1	0	2	6	6	8	13	12	12	13	9	4	2	2	2	5	4	2	3	3	1
Clay	7	6	7	9	6	6	4	9	9	51	46	40	38	42	29	27	40	21	9	11	10	10	9	9	4	0	0
Clayton	8	12	9	9	2	7	4	2	5	16	10	8	11	9	9	7	18	14	15	12	10	8	11	11	8	3	0
Clinton	20	25	20	18	18	21	21	15	10	69	82	80	92	109	77	60	135	50	300	294	283	264	255	238	184	173	159
Crawford	11	2	2	4	4	7	6	2	0	37	31	33	26	30	30	41	38	19	12	13	9	10	5	4	9	6	4
Dallas	12	8	9	15	5	4	0	2	3	68	58	57	55	45	40	45	30	12	63	61	44	29	31	30	31	15	5
Davis	0	0	0	0	0	0	0	0	0	3	3	7	7	3	7	3	13	4	0	0	0	0	0	1	0	5	6
Decatur	2	6	3	4	1	3	2	2	2	11	8	11	6	9	11	19	26	17	14	15	6	3	2	4	1	3	4
Delaware	16	8	7	4	7	0	1	0	2	22	22	22	17	20	17	12	2	4	9	6	4	3	10	1	4	1	2
Des Moines	26	35	37	24	18	19	8	16	16	87	82	80	82	89	71	76	76	37	441	478	487	461	455	430	379	361	322
Dickinson	3	0	0	0	0	0	0	2	3	14	20	31	19	20	17	14	2	2	5	8	8	3	9	6	6	3	2
Dubuque	41	41	47	38	35	42	17	22	8	146	146	155	155	148	145	89	100	87	232	233	216	201	170	121	80	72	42
Emmet	4	3	4	5	6	5	10	2	3	11	12	13	13	12	14	15	15	27	5	4	6	7	4	9	4	6	3
Fayette	3	3	0	0	3	3	5	1	1	30	35	28	22	24	14	16	12	6	21	14	17	18	8	11	9	4	3



Table 1. Numbers of K-12 Students in Selected Ethnic Groups in Iowa's Counties, 1978, 1982, 1987, 1992-1997 (continued).

County	American Indian K-12 Students									Asian American K-12 Students									Black K-12 Students								
	1997	1996	1995	1994	1993	1992	1987	1982	1978	1997	1996	1995	1994	1993	1992	1987	1982	1978	1997	1996	1995	1994	1993	1992	1987	1982	1978
Floyd	0	1	2	3	4	0	1	1	1	16	14	18	23	24	30	34	19	19	15	9	10	12	6	8	5	3	1
Franklin	3	3	4	4	2	2	1	0	0	3	6	4	3	3	5	1	4	2	3	5	5	0	0	2	2	2	2
Fremont	0	1	0	0	0	0	0	3	11	0	4	2	2	2	3	0	2	1	2	1	0	0	0	1	0	0	1
Greene	2	2	1	0	0	0	3	3	2	18	10	17	17	14	9	8	12	19	7	9	4	3	6	5	0	0	1
Grundy	10	7	8	5	2	3	1	0	1	30	29	26	19	18	16	6	9	5	6	8	5	4	3	7	3	0	1
Guthrie	0	0	0	1	1	0	2	0	3	14	8	8	8	10	16	6	4	1	6	5	2	1	2	1	8	0	1
Hamilton	13	9	5	4	3	4	1	0	0	57	45	46	42	46	34	34	26	11	14	13	10	10	7	7	7	1	5
Hancock	1	0	0	1	0	1	0	0	1	19	11	8	8	12	13	9	10	5	1	2	3	4	6	5	0	0	0
Hardin	8	13	10	5	11	10	5	5	5	18	21	15	17	17	17	17	20	19	26	16	12	14	14	10	11	5	3
Harrison	1	7	7	7	4	9	7	4	1	13	10	13	9	7	9	3	5	1	4	9	8	4	3	3	3	4	4
Henry	3	2	2	1	3	3	1	2	0	99	81	70	68	75	74	44	58	34	44	32	30	33	22	19	13	3	13
Howard	1	0	0	2	2	2	0	0	0	14	14	15	14	16	13	3	6	1	2	2	2	1	1	1	0	0	0
Humboldt	1	1	2	1	0	0	1	0	4	4	3	4	5	6	12	4	10	12	6	4	7	5	6	3	2	9	4
Ida	4	5	3	0	2	0	0	0	0	2	9	5	8	8	5	4	2	3	5	6	8	2	0	2	1	0	0
Iowa	4	5	3	5	3	5	0	3	4	24	25	21	19	18	19	20	24	23	11	7	6	8	7	7	1	0	0
Jackson	1	3	3	2	3	2	1	1	1	11	9	12	8	11	10	6	9	7	23	18	12	8	5	9	7	5	2
Jasper	6	5	8	6	6	5	6	25	1	45	59	61	54	67	76	88	62	32	31	32	22	20	19	22	14	10	12
Jefferson	2	1	2	4	5	3	0	0	0	39	37	35	29	40	31	19	25	4	12	11	14	18	20	22	20	19	12
Johnson	68	62	56	53	64	48	60	27	14	572	545	557	543	518	461	374	337	200	663	624	520	473	472	425	300	213	146
Jones	4	6	2	0	2	3	0	3	0	28	26	18	15	18	16	7	4	1	29	19	15	13	7	6	0	1	1
Keokuk	3	0	1	0	0	0	0	0	0	9	9	7	9	12	10	13	13	8	8	8	4	4	4	7	0	0	0
Kossuth	1	1	0	1	1	1	3	3	0	28	30	31	23	22	28	32	21	8	13	8	7	8	6	5	1	3	1
Lee	22	21	13	11	8	7	9	2	14	70	70	68	64	63	67	89	60	43	271	250	251	273	253	256	237	235	231
Linn	113	117	126	116	136	85	55	62	45	627	593	599	551	532	515	403	358	184	1627	1503	1405	1360	1320	1159	921	861	837
Louisa	5	7	10	6	9	11	0	0	2	7	13	12	15	14	12	7	7	3	8	4	49	6	7	14	5	0	1
Lucas	1	2	0	0	0	0	0	0	0	6	10	3	8	6	7	6	2	3	3	3	6	4	10	8	4	2	0
Lyon	1	4	7	4	3	5	2	3	5	5	8	11	8	8	9	18	23	10	2	12	6	8	7	14	4	2	4
Madison	4	3	0	0	0	0	7	0	3	9	10	8	9	8	5	2	10	2	5	6	5	6	3	4	2	3	1
Mahaska	4	5	1	4	7	5	2	5	2	49	41	46	52	65	60	65	64	46	16	15	15	15	12	9	10	5	6
Marion	6	2	3	3	8	4	6	4	2	138	109	102	108	111	85	106	94	58	31	25	19	22	23	22	12	16	23
Marshall	21	30	37	32	38	33	8	11	10	106	100	102	97	94	86	96	122	68	108	88	89	106	98	97	53	68	64
Mills	3	4	2	0	1	4	0	5	2	13	12	8	7	4	7	4	0	1	9	11	6	7	7	3	2	3	3
Mitchell	0	0	0	0	1	0	2	0	0	19	16	15	17	11	13	7	5	1	0	0	0	0	1	1	0	1	0



Table 1. Numbers of K-12 Students in Selected Ethnic Groups in Iowa's Counties, 1978, 1982, 1987, 1992-1997 (continued).

County	American Indian K-12 Students									Asian American K-12 Students									Black K-12 Students								
	1997	1996	1995	1994	1993	1992	1987	1982	1978	1997	1996	1995	1994	1993	1992	1987	1982	1978	1997	1996	1995	1994	1993	1992	1987	1982	1978
Monona	14	14	15	4	6	3	0	1	2	2	2	3	4	2	1	3	1	0	1	0	1	6	7	0	1	0	0
Monroe	1	0	0	0	0	1	2	1	1	18	17	20	19	20	16	12	0	1	9	8	8	8	3	2	7	5	2
Montgomery	3	0	0	1	1	1	2	1	2	7	5	4	4	7	2	3	4	2	3	3	2	2	6	7	4	3	4
Muscatine	17	13	11	5	6	3	5	10	6	123	122	109	111	117	103	94	74	41	69	88	88	92	86	84	67	42	56
O'Brien	7	10	4	7	5	4	2	0	0	28	24	21	14	15	15	16	15	6	6	7	4	3	3	4	4	2	0
Osceola	5	5	8	5	5	4	3	3	0	5	5	2	6	5	2	8	3	0	8	9	7	7	5	2	0	4	0
Page	6	6	2	5	1	0	4	5	3	33	37	19	24	40	32	22	9	5	88	137	16	14	12	10	16	4	3
Palo Alto	4	5	3	3	4	5	0	4	1	8	16	11	11	13	12	4	3	2	8	9	7	5	1	10	1	0	2
Plymouth	13	12	8	10	2	1	1	3	0	43	41	45	34	34	27	8	15	19	32	32	22	13	14	9	5	4	7
Pocahontas	3	4	2	1	2	0	0	0	0	18	16	14	12	14	16	2	0	0	2	8	3	2	7	3	0	0	0
Polk	312	290	263	254	241	223	120	166	255	2183	2244	2224	2186	2194	1984	1636	1645	821	5098	4931	4775	4535	4150	4148	3862	3701	3979
Pottawattamie	119	85	86	93	49	64	43	58	52	105	114	91	96	76	58	60	89	43	185	174	144	168	179	145	107	106	126
Poweshiek	10	15	8	8	0	4	1	2	3	43	41	42	41	40	54	44	45	14	33	27	26	26	17	22	7	10	11
Ringgold	0	0	0	0	0	0	0	0	0	4	4	5	4	3	5	12	6	6	2	1	1	1	1	2	2	2	1
Sac	0	0	6	0	0	0	1	0	0	4	2	1	1	2	4	2	4	4	8	4	3	1	4	4	1	1	1
Scott	328	271	260	219	171	177	91	68	95	576	645	572	558	596	545	398	367	247	3188	3182	3120	3072	3232	2973	2651	2341	2019
Shelby	5	5	9	2	1	0	0	2	2	15	14	13	15	10	10	11	17	22	10	4	6	1	1	0	2	3	4
Sioux	20	19	12	14	17	12	8	7	14	49	55	49	55	66	51	74	62	24	22	20	13	16	19	7	5	7	6
Story	26	29	28	36	16	16	8	9	10	493	458	443	471	479	452	374	261	137	264	248	253	236	219	177	125	118	120
Tama	208	200	188	170	202	173	198	184	253	22	17	18	18	22	26	25	25	17	18	19	15	9	12	14	3	2	6
Taylor	0	1	0	0	0	0	0	0	0	18	13	11	7	10	11	9	2	0	4	11	4	4	5	4	1	0	0
Union	6	3	6	2	0	2	2	0	0	10	10	8	4	1	8	17	9	5	17	11	8	6	1	1	0	1	1
Van Buren	2	1	1	2	0	0	1	0	0	7	8	2	3	10	7	7	19	6	3	2	0	2	2	1	1	0	0
Wapello	25	17	25	12	11	8	5	2	1	91	92	71	67	76	63	43	30	15	106	85	90	85	92	86	88	79	68
Warren	16	10	10	11	8	7	9	3	4	55	46	45	51	57	48	42	42	20	50	36	42	41	45	34	32	18	22
Washington	2	0	0	1	1	2	2	0	0	16	21	18	19	18	11	16	29	19	44	51	51	51	43	43	8	7	11
Wayne	1	0	0	1	0	1	0	0	0	4	11	4	10	12	10	15	7	3	9	8	6	3	2	5	2	0	0
Webster	17	12	11	10	19	14	9	5	11	86	83	82	64	55	52	52	69	68	331	344	309	315	336	302	283	294	284
Winnebago	7	10	14	11	11	8	2	6	4	33	29	28	27	26	30	27	23	15	13	13	6	4	2	2	6	3	0
Winneshiek	2	1	1	1	2	3	0	4	2	33	33	32	36	38	45	34	37	10	20	9	8	7	7	6	9	12	8
Woodbury	693	630	670	626	628	579	490	383	416	652	652	608	580	545	498	293	147	83	733	664	690	685	674	673	509	359	315
Worth	7	7	4	0	0	2	0	1	1	4	3	1	1	1	2	3	11	4	7	4	6	3	8	4	2	1	3
Wright	0	1	2	0	0	2	3	5	0	19	17	24	13	22	17	20	23	26	20	13	7	7	5	8	2	2	3
State of Iowa	2495	2298	2235	2054	1960	1790	1354	1251	1442	8466	8367	8076	7880	7939	7352	5975	5659	3235	18064	17451	16699	16108	15619	14633	12979	12034	11880



## APPENDIX E

Following is a count of students in Iowa's public and nonpublic schools for the period from 1985 through 1998 in grades K through 12. The figures compare the enrollment of Iowa's Asian students to that of the state overall.

(Source: Iowa Department of Education, The Annual Condition of Education Report).



# Iowa Public and Nonpublic School Kindergarten through Grade 12 Enrollments, Asian vs. State Overall

	1985-86	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99
	Public Schools										
Asian	5,310	6,127	6,547	6,778	6,985	7,590	7,464	7,658	7,953	8,080	8,332
State Overall	485,332	478,486	483,652	491,363	494,222	497,925	494,539	500,296	501,212	501,054	498,214
% Asian Enrollment out of Total Enrollment	1.09%	1.28%	1.35%	1.38%	1.41%	1.52%	1.51%	1.53%	1.59%	1.61%	1.67%
	Nonpublic Schools										
Asian	344	420	411	434	447	449	416	485	496	499	537
State Overall	49,558	47,959	47,527	47,790	47,295	47,546	44,752	46,917	47,058	46,401	45,602
% Asian Enrollment out of Total Enrollment	0.69%	0.88%	0.86%	0.91%	0.95%	0.94%	0.93%	1.03%	1.05%	1.08%	1.18%

Source: Iowa Department of Education, The Annual Condition of Education Report.



## APPENDIX F

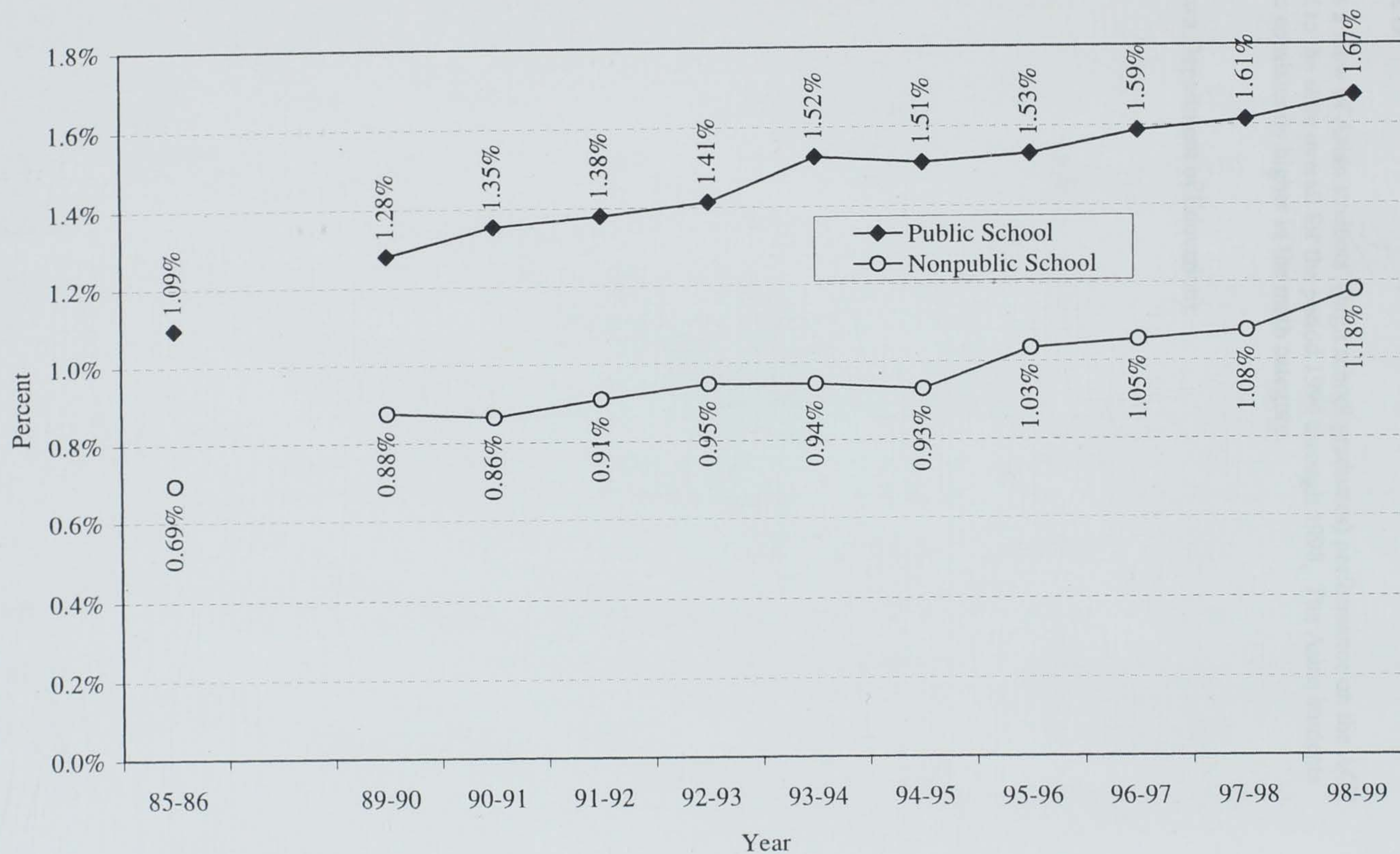
Following is a chart diagramming the rate of growth of Asian students in Iowa's public and nonpublic schools, grades K through 12, for the years 1985 through 1998.

(Source: Iowa Department of Education, The Annual Condition of Education Report).





**Percent of Asian Enrollment out of State Overall Enrollment  
for Iowa Grade K-12 Public and Nonpublic Schools**





## APPENDIX G

Following is a view of Asian students' (high school graduates) performance on the ACT as compared to the state overall for the period 1994 through 1998. The Asian students tend to score consistently higher in the math category.

(Source: Iowa Department of Education).



# Iowa High School Graduates Performance on ACT, Asian vs. State Overall

	Asian					No. Graduates Taken ACT	% Graduates Taken ACT
	English Avg. Score	Mathematics Avg. Score	Reading Avg. Score	Science Reasoning Avg. Score	Composite Avg. Score		
1994-95	19.8	22.0	21.0	21.4	21.2	358	58%
1995-96	20.0	22.3	21.0	21.3	21.3	334	59%
1996-97	19.5	22.4	20.4	20.9	20.9	339	57%
1997-98	20.1	22.2	20.9	21.4	21.3	347	58%
1998-99	19.8	21.9	20.5	20.8	20.9	381	64%

	State Overall					No. Graduates Taken ACT	% Graduates Taken ACT
	English Avg. Score	Mathematics Avg. Score	Reading Avg. Score	Science Reasoning Avg. Score	Composite Avg. Score		
1994-95	21.3	21.2	22.1	22.1	21.8	22,665	64%
1995-96	21.4	21.3	22.2	22.3	21.9	22,662	64%
1996-97	21.4	21.5	22.4	22.4	22.1	23,709	64%
1997-98	21.5	21.9	22.3	22.4	22.1	24,233	65%
1998-99	21.5	21.6	22.2	22.1	22.0	24,829	66%

Source: Iowa Department of Education.



## APPENDIX H

Following is a view of Asian students' (high school graduates) performance on the SAT as compared to the state overall for the period 1994 through 1998. The Asian students tend to score consistently higher in the math category.

(Source: Iowa Department of Education).



# Iowa High School Graduates Performance on SAT, Asian vs. State Overall

	Asian				State Overall			
	Verbal Avg. Score	Mathematics Avg. Score	No. Graduates Taken SAT	% Graduates Taken SAT	Verbal Avg. Score	Mathematics Avg. Score	No. Graduates Taken SAT	% Graduates Taken SAT
1994-95	514	627	93	15%	516	583	1,695	5%
1995-96	556	610	93	16%	590	600	1,776	5%
1996-97	550	627	93	16%	589	601	1,971	5%
1997-98	559	598	76	13%	593	601	1,868	5%
1998-99	565	619	82	14%	594	598	1,873	5%

Source: Iowa Department of Education.



## APPENDIX I

Following is information showing the dropout rate of Asian students as compared to the state overall for the years 1993 through 1997. Because Asian students represent a small sampling of the entire state's student population, the percentages may not provide for a fully accurate comparison.

(Source: Iowa Department of Education, Bureau of Planning Research and Evaluation).

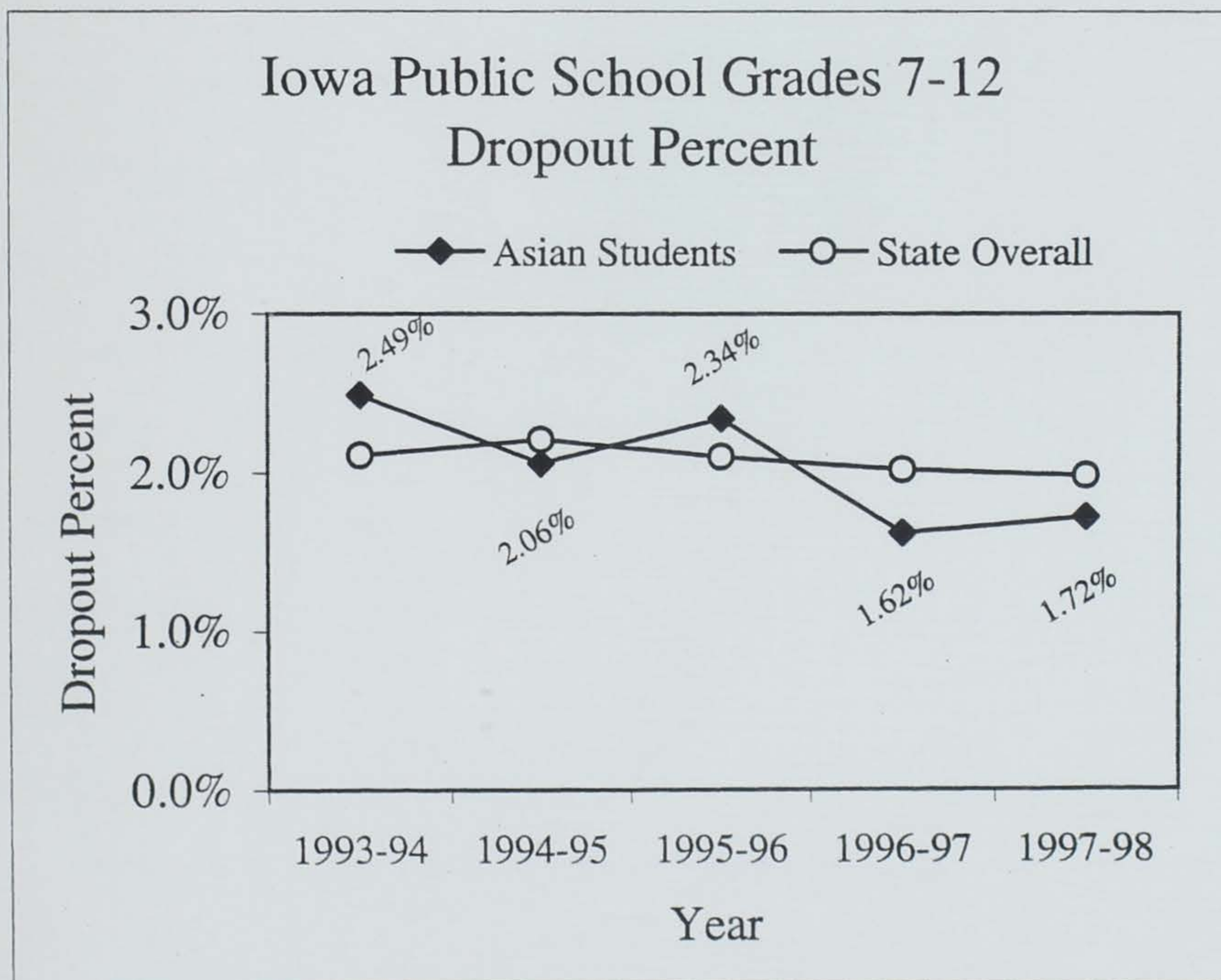




Iowa Grades 7-12 Public School Dropouts  
as a Percent of Public School Students in Grades 7-12

	Asian Students	State Overall
1993-94	2.49%	2.11%
1994-95	2.06%	2.21%
1995-96	2.34%	2.10%
1996-97	1.62%	2.02%
1997-98	1.72%	1.98%

Source: Iowa Department of Education, Bureau of Planning Research & Evaluation.





## APPENDIX J

Following is a breakdown of the representation of Asian staff in Iowa's public schools. The figures show a growth of Asian staff over a ten year period. However, the number of Asian and Pacific Islander American staff remain low when compared to the growth of Asian students in the public school system.

(Source: Iowa Department of Education, Bureau of Planning Research and Evaluation).

1978-79	Asian Public Schools	127,127	1988-89	137,127
	Asian Public Schools	121,127		131,127
	Asian Public Schools	115,127		125,127
	Asian Public Schools	109,127		119,127

### Percentages of Asian Staff in Iowa Public School Systems

1985-86	1986-87
Asian Principals	1
Asian Deputy Principals	2
Asian Counselors	1
Asian Teachers	1
Asian Support Staff	1
Asian Administrators	1
Asian Clerical	1
Asian Custodial	1
Asian Food Service	1
Asian Health Services	1
Asian Library	1
Asian Music	1
Asian Physical Education	1
Asian Social Studies	1
Asian Science	1
Asian Speech	1
Asian Visual Arts	1

Source: Iowa Department of Education, Bureau of Planning Research and Evaluation.



### Iowa Public School Staff

		Number	Avg. Salary	% Asian Staff Out of Total Staff
1988-89	Asian Full-time	61	\$26,499.95	0.18%
	Asian Part-time	2	\$15,860.00	0.07%
	Overall Full-time	33,080	\$27,021.81	
	Overall Part-time	2,848	\$13,432.87	
1998-99	Asian Full-time	90	\$37,020.58	0.25%
	Asian Part-time	14	\$21,113.64	0.59%
	Overall Full-time	36,447	\$36,861.53	
	Overall Part-time	2,377	\$20,249.41	

### Position Distribution of Asian Staff in Iowa Public School System

	1988-89	1998-99
Assist Principal		2
Assist Dean/Director	2	
Principal		2
Coordinator		1
Counselor	3	2
Supervisor	1	
Superintendent		1
Teacher	57	96
Total	63	104

Source: Iowa Department of Education, Bureau of Planning Research & Evaluation.



## **APPENDIX K**

Following is a student and faculty ethnic diversity report for 1998, identifying minority students, including Asian and Pacific Islander American students in the regents universities, 4 year independent, community colleges and 2 year independent/other.

(Source: Iowa's College Student Aid Commission survey of ethnic diversity).



# STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

1998

## MINORITY STUDENTS(1)

9/17/1999

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
IOWA STATE UNIVERSITY	299	358	201	167	49	25	435	153	984	703	1,687
UNIVERSITY OF IOWA	324	409	326	306	81	61	874	294	1,605	1,070	2,675
UNIVERSITY OF NORTHERN IOWA	203	80	79	13	22	3	128	11	432	107	539
REGENTS' UNIVERSITIES	826	847	606	486	152	89	1,437	458	3,021	1,880	4,901
ALLEN COLLEGE	4	0	1	0	1	0	2	1	8	1	9
BRIAR CLIFF COLLEGE	12	6	8	13	1	3	13	2	34	24	58
BUENA VISTA UNIVERSITY	16	1	14	5	7	1	19	0	56	7	63
CENTRAL COLLEGE	2	5	8	5	1	0	9	2	20	12	32
CLARKE COLLEGE	3	11	5	32	2	4	2	8	12	55	67
COE COLLEGE	14	14	9	5	1	0	4	11	28	30	58
CORNELL COLLEGE	4	22	3	23	1	9	1	17	9	71	80
DIVINE WORD COLLEGE	0	1	0	5	0	0	2	69	2	75	77
DORDT COLLEGE	0	1	1	2	0	0	2	4	3	7	10
DRAKE UNIVERSITY	55	100	35	41	12	8	64	105	166	254	420
FAITH BAPTIST BIBLE COLLEGE	0	2	3	4	0	0	2	2	5	8	13
GRACELAND COLLEGE	7	195	6	73	3	22	2	78	18	368	386
GRAND VIEW COLLEGE	54	11	15	3	8	2	40	2	117	18	135
GRINNELL COLLEGE	5	30	3	48	0	3	10	48	18	129	147
IOWA WESLEYAN COLLEGE	10	37	7	8	3	0	9	0	29	45	74
LORAS COLLEGE	3	36	6	18	0	1	0	6	9	61	70
LUTHER COLLEGE	3	18	9	11	1	5	6	22	19	56	75
MAHARISHI UNIV. OF MANAGEMENT	3	5	5	3	3	2	2	2	13	12	25
MARYCREST INTERNATIONAL UNIV.	17	23	8	5	1	0	5	1	31	29	60
MORNINGSIDE COLLEGE	8	18	3	2	1	4	8	11	20	35	55
MOUNT MERCY COLLEGE	13	1	4	1	1	0	5	2	23	4	27
MOUNT ST. CLARE COLLEGE	3	36	2	10	1	1	1	5	7	52	59
NORTHWESTERN COLLEGE	2	2	2	3	1	1	3	0	8	6	14
SAINT AMBROSE UNIVERSITY	56	32	43	19	3	3	20	8	122	62	184

Source: Iowa College Student Aid Commission survey of ethnic diversity

1. Includes full and part-time students. Excludes international minority students.

2. R = Resident, NR = Non-Resident



## STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

1998

## MINORITY STUDENTS(1)

9/17/1999

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
SIMPSON COLLEGE	8	4	16	2	7	3	16	1	47	10	57
UNIVERSITY OF DUBUQUE	4	11	3	10	5	3	6	3	18	27	45
UPPER IOWA UNIVERSITY	53	351	18	123	1	16	3	76	75	566	641
WALDORF COLLEGE	3	11	5	2	1	0	2	0	11	13	24
WARTBURG COLLEGE	40	42	4	3	0	3	12	6	56	54	110
WILLIAM PENN COLLEGE	15	63	14	17	6	3	9	1	44	84	128
<b>4 YEAR INDEPENDENT</b>	<b>417</b>	<b>1,089</b>	<b>260</b>	<b>496</b>	<b>72</b>	<b>97</b>	<b>279</b>	<b>493</b>	<b>1,028</b>	<b>2,175</b>	<b>3,203</b>
DES MOINES AREA COMM. COLLEGE	305	10	141	3	22	0	323	21	791	34	825
EASTERN IOWA COMMUNITY COLLEGE	229	24	220	28	31	2	114	5	594	59	653
HAWKEYE COMMUNITY COLLEGE	284	2	40	3	16	0	39	1	379	6	385
INDIAN HILLS COMMUNITY COLLEGE	22	18	25	23	7	2	28	2	82	45	127
IOWA CENTRAL COMMUNITY COLLEGE	47	35	32	6	10	0	19	0	108	41	149
IOWA LAKES COMMUNITY COLLEGE	5	5	17	4	2	0	16	3	40	12	52
IOWA VALLEY COMMUNITY COLLEGE	65	28	23	1	34	0	15	0	137	29	166
IOWA WESTERN COMMUNITY COLLEGE	17	43	30	15	12	1	11	18	70	77	147
KIRKWOOD COMMUNITY COLLEGE	287	11	158	3	153	0	127	2	725	16	741
NORTH IOWA AREA COMM. COLLEGE	25	17	27	1	7	0	18	1	77	19	96
NORTHEAST IOWA COMMUNITY COLLEGE	11	2	19	1	24	1	16	0	70	4	74
NORTHWEST IOWA COMMUNITY COLLEGE	0	0	3	1	0	0	5	0	8	1	9
SOUTHEASTERN COMMUNITY COLLEGE	51	13	36	8	6	1	18	1	111	23	134
SOUTHWESTERN COMMUNITY COLLEGE	2	8	4	7	4	1	3	1	13	17	30
WESTERN IOWA TECH	68	5	86	28	48	14	71	21	273	68	341
<b>COMMUNITY COLLEGES</b>	<b>1,418</b>	<b>221</b>	<b>861</b>	<b>132</b>	<b>376</b>	<b>22</b>	<b>823</b>	<b>76</b>	<b>3,478</b>	<b>451</b>	<b>3,929</b>
AMERICAN INSTITUTE OF BUSINESS	22	0	8	0	0	0	16	0	46	0	46
AMERICAN INSTITUTE OF COMMERCE, CF	16	0	3	0	0	0	3	0	22	0	22
AMERICAN INSTITUTE OF COMMERCE, DAV	14	7	7	2	3	1	4	0	28	10	38
HAMILTON COLLEGE, CR	15	0	10	0	1	0	5	0	31	0	31

Source: Iowa College Student Aid Commission survey of ethnic diversity

1. Includes full and part-time students. Excludes international minority students.

2. R = Resident, NR = Non-Resident



# STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

1998

## MINORITY STUDENTS(1)

9/17/1999

	Black		Hispanic		American Indian		Asian		Total		
	R	NR	R	NR	R	NR	R	NR	R	NR	Total
HAMILTON COLLEGE, DM	26	0	8	0	0	0	10	0	44	0	44
HAMILTON COLLEGE, MC	0	0	3	0	0	0	1	0	4	0	4
IOWA METHODIST NURSING SCHOOL	0	0	0	0	0	0	0	0	0	0	0
MERCY COLLEGE OF HEALTH SCIENCES	5	0	6	1	0	1	8	0	19	2	21
PALMER COLLEGE OF CHIROPRACTIC	4	17	2	21	4	4	8	43	18	85	103
SAINT LUKE'S COLLEGE OF NURSING	0	0	2	0	0	0	1	0	3	0	3
U. OF OSTEOPATHIC MEDICINE	0	22	1	25	3	3	5	48	9	98	107
2 YEAR INDEPENDENT/OTHER	102	46	50	49	11	9	61	91	224	195	419
TOTAL	2,763	2,203	1,777	1,163	611	217	2,600	1,118	7,751	4,701	12,452



## APPENDIX L

Following is a student and faculty ethnic diversity report for 1998, identifying minority faculty, including Asian and Pacific Islander American faculty in the regents universities, 4 year independent, community colleges and 2 year independent/other.

(Source: Iowa's College Student Aid Commission survey of ethnic diversity).



# STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

1998

## MINORITY FACULTY

9/17/1999

	Black	Hispanic	American Indian	Asian	Total
IOWA STATE UNIVERSITY	29	29	8	125	191
UNIVERSITY OF IOWA	36	49	6	198	289
UNIVERSITY OF NORTHERN IOWA	27	22	7	39	95
<b>REGENTS' UNIVERSITIES</b>	<b>92</b>	<b>100</b>	<b>21</b>	<b>362</b>	<b>575</b>
ALLEN COLLEGE	0	1	0	0	1
BRIAR CLIFF COLLEGE	0	0	0	2	2
BUENA VISTA UNIVERSITY	2	0	0	4	6
CENTRAL COLLEGE	2	4	0	1	7
CLARKE COLLEGE	0	1	1	1	3
COE COLLEGE	3	2	0	3	8
CORNELL COLLEGE	4	4	0	4	12
DIVINE WORD COLLEGE	0	1	0	2	3
DORDT COLLEGE	1	0	0	1	2
DRAKE UNIVERSITY	5	4	0	13	22
FAITH BAPTIST BIBLE COLLEGE	0	1	0	0	1
GRACELAND COLLEGE	0	0	0	2	2
GRAND VIEW COLLEGE	0	1	0	1	2
GRINNELL COLLEGE	6	6	1	7	20
IOWA WESLEYAN COLLEGE	0	0	0	1	1
LORAS COLLEGE	0	0	0	2	2
LUTHER COLLEGE	3	6	0	3	12
MAHARISHI UNIV. OF MANAGEMENT	1	1	0	1	3
MARYCREST INTERNATIONAL UNIV.	1	0	0	3	4
MORNINGSIDE COLLEGE	1	2	1	2	6
MOUNT MERCY COLLEGE	1	0	0	4	5
MOUNT ST. CLARE COLLEGE	3	0	0	1	4
NORTHWESTERN COLLEGE	0	0	0	0	0
SAINT AMBROSE UNIVERSITY	3	3	1	8	15
SIMPSON COLLEGE	2	1	2	0	5
UNIVERSITY OF DUBUQUE	1	1	1	0	3

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity



## STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

1998

## MINORITY FACULTY

9/17/1999

	Black	Hispanic	American Indian	Asian	Total
UPPER IOWA UNIVERSITY	21	6	0	7	34
WALDORF COLLEGE	1	0	0	1	2
WARTBURG COLLEGE	2	1	0	5	8
WILLIAM PENN COLLEGE	0	0	0	0	0
<b>4 YEAR INDEPENDENT</b>	<b>63</b>	<b>46</b>	<b>7</b>	<b>79</b>	<b>195</b>
DES MOINES AREA COMM. COLLEGE	4	3	1	4	12
EASTERN IOWA COMMUNITY COLLEGE	14	5	3	2	24
HAWKEYE COMMUNITY COLLEGE	6	0	2	2	10
INDIAN HILLS COMMUNITY COLLEGE	0	0	0	0	0
IOWA CENTRAL COMMUNITY COLLEGE	0	0	0	0	0
IOWA LAKES COMMUNITY COLLEGE	0	0	0	0	0
IOWA VALLEY COMMUNITY COLLEGE	1	0	0	2	3
IOWA WESTERN COMMUNITY COLLEGE	1	0	0	0	1
KIRKWOOD COMMUNITY COLLEGE	4	3	0	1	8
NORTH IOWA AREA COMM. COLLEGE	0	0	0	0	0
NORTHEAST IOWA COMMUNITY COLLEGE	2	2	3	0	7
NORTHWEST IOWA COMMUNITY COLLEGE	1	2	0	0	3
SOUTHEASTERN COMMUNITY COLLEGE	0	0	0	1	1
SOUTHWESTERN COMMUNITY COLLEGE	0	0	0	0	0
WESTERN IOWA TECH	1	0	1	0	2
<b>COMMUNITY COLLEGES</b>	<b>34</b>	<b>15</b>	<b>10</b>	<b>12</b>	<b>71</b>
AMERICAN INSTITUTE OF BUSINESS	2	0	0	1	3
AMERICAN INSTITUTE OF COMMERCE, CF	0	0	0	0	0
AMERICAN INSTITUTE OF COMMERCE, DAV	1	1	0	1	3
HAMILTON COLLEGE, CR	0	0	0	0	0
HAMILTON COLLEGE, DM	2	0	0	0	2
HAMILTON COLLEGE, MC	0	0	0	0	0
IOWA METHODIST NURSING SCHOOL	0	0	0	0	0
MERCY COLLEGE OF HEALTH SCIENCES	0	1	0	0	1

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity



## STUDENT AND FACULTY ETHNIC DIVERSITY REPORT

1998

## MINORITY FACULTY

9/17/1999

	Black	Hispanic	American Indian	Asian	Total
PALMER COLLEGE OF CHIROPRACTIC	1	0	0	6	7
SAINT LUKE'S COLLEGE OF NURSING	0	0	0	0	0
U. OF OSTEOPATHIC MEDICINE	2	0	0	11	13
2 YEAR INDEPENDENT/OTHER	8	2	0	19	29
TOTAL	197	163	38	472	870

Note: Includes international minority faculty

Source: Iowa College Student Aid Commission survey of ethnic diversity



## APPENDIX M

Following are the Fall 1998 enrollment reports showing the distribution of undergraduate and graduate student enrollment by race/ethnicity, gender and residence at the regent universities.

(Source: Board of Regents for the State of Iowa, 100 Court Avenue, Suite 203, Des Moines, Iowa 50319, Frank Stork, Executive Director).



**TABLE 6U**  
**DISTRIBUTION OF UNDERGRADUATE STUDENT ENROLLMENT**  
**AT REGENT UNIVERSITIES BY RACE/ETHNICITY, GENDER, AND RESIDENCY: TOTAL**  
**FALL 1998**

Race/Ethnicity	SUI				ISU				UNI				Regent Total & %
	Males		Females		Males		Females		Males		Females		
	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	
White	5,694	2,083	6,840	2,673	8,178	1,637	6,681	1,197	4,444	141	6,012	216	45,796 87.84%
Black	95	112	126	103	125	178	121	120	71	48	87	16	1,202 2.31%
Asian	246	89	277	87	215	79	185	44	43	0	75	8	1,348 2.59%
American Indian	21	8	33	16	26	7	18	14	7	1	13	2	166 0.32%
Hispanic	115	67	125	101	86	74	75	66	38	7	36	5	795 1.52%
Foreign Student (1)	0	176	0	178	0	699	0	399	0	84	0	101	1,637 3.14%
No Response	22	0	48	1	393	57	305	56	134	7	165	3	1,191 2.28%
Institutional Totals	6,193	2,535	7,449	3,159	9,023	2,731	7,385	1,896	4,737	288	6,388	351	52,135 100.00%



**TABLE 6G**  
**DISTRIBUTION OF GRADUATE STUDENT ENROLLMENT**  
**AT REGENT UNIVERSITIES BY RACE/ETHNICITY, GENDER, AND RESIDENCY: TOTAL**  
**FALL 1998**

Race/Ethnicity	SUI				ISU				UNI				Regent Total & %
	Males		Females		Males		Females		Males		Females		
	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	Res.	Non-Res.	
White	1,232	781	1,591	786	929	374	774	248	323	32	814	82	7,966 65.20%
Black	34	57	38	73	28	33	24	27	18	8	27	8	375 3.07%
Asian	90	49	52	31	15	18	19	11	8	3	2	0	298 2.44%
American Indian	7	7	9	11	2	1	3	2	0	0	2	0	44 0.36%
Hispanic	27	28	24	44	21	15	18	11	2	0	3	1	194 1.59%
Foreign Student (1)	0	704	0	504	0	895	0	465	0	62	0	72	2,702 22.12%
No Response	150	1	164	0	79	59	61	26	31	5	48	14	638 5.22%
Institutional Totals	1,540	1,627	1,878	1,449	1,074	1,395	899	790	382	110	896	177	12,217 100.00%



## APPENDIX N

Following are the Fall 1998 retention rate reports for racial/ethnic minority students at the regents universities for entering classes from 1986 through 1997.

(Source: Board of Regents for the State of Iowa, 100 Court Avenue, Suite 203, Des Moines, Iowa 50319, Frank Stork, Executive Director).

TABLE 2

RETENTION RATES FOR RACIAL/ETHNIC MINORITY STUDENTS  
FOR ENTERING CLASSES OF 1986-97

Year	Black	Hispanic	Native American	Other	White
1986	75.1	80.0	82.5	84.1	77.6
1987	76.1	80.5	83.0	84.6	78.1
1988	77.0	81.0	83.5	85.1	78.6
1989	77.5	81.5	84.0	85.6	79.1
1990	78.0	82.0	84.5	86.1	79.6
1991	78.5	82.5	85.0	86.6	80.1
1992	79.0	83.0	85.5	87.1	80.6
1993	79.5	83.5	86.0	87.6	81.1
1994	80.0	84.0	86.5	88.1	81.6
1995	80.5	84.5	87.0	88.6	82.1
1996	81.0	85.0	87.5	89.1	82.6
1997	81.5	85.5	88.0	89.6	83.1



**TABLE 2**  
**RETENTION RATES AFTER 1 YEAR FOR RACIAL/ETHNIC MINORITY STUDENTS**  
**FOR ENTERING CLASSES OF 1986-97**

	1986 %	1987 %	1988 %	1989 %	1990 %	1991 %	1992 %	1993 %	1994 %	1995 %	1996 %	1997 %
African-American												
SUI	70.1	77.5	70.0	77.6	70.5	73.5	80.0	77.1	84.6	73.3	82.3	78.6
ISU	61.7	62.0	71.9	64.1	81.7	85.2	69.1	69.1	71.1	79.0	68.4	79.5
UNI	52.2	62.5	75.0	64.4	65.3	72.1	62.9	63.6	60.0	65.5	67.9	65.8
Asian-American												
SUI	84.8	94.5	88.4	85.4	89.8	81.7	86.2	85.2	81.3	83.2	79.7	86.1
ISU	86.8	83.6	80.4	86.1	82.8	71.6	78.7	80.8	88.0	90.6	82.9	89.9
UNI	83.3	66.7	54.5	66.7	87.5	89.5	85.7	61.5	67.7	78.9	72.0	78.9
Native-American												
SUI	86.4	77.8	100.0	85.7	80.0	83.3	85.7	92.3	60.0	91.7	90.9	93.3
ISU	100.0	0.0	100.0	100.0	60.0	57.1	60.0	57.1	71.4	87.5	64.3	54.5
UNI	0.00	0.0	25.0	0.0	50.0	80.0	25.0	75.0	25.0	60.0	75.0	0.0
Hispanic-American												
SUI	81.2	90.0	78.4	83.7	82.2	67.6	73.7	70.0	84.7	77.8	80.6	91.9
ISU	84.1	78.6	86.7	80.0	82.1	76.9	67.3	75.0	78.2	68.9	75.0	80.4
UNI	57.1	100.0	60.0	66.7	87.5	78.6	80.0	73.3	45.5	68.2	92.9	40.0
White												
SUI	83.7	85.5	84.8	82.8	84.8	85.4	85.3	83.7	83.9	83.1	83.7	84.4
ISU	83.6	83.9	85.0	84.3	81.9	82.1	82.7	82.2	81.8	81.4	83.3	83.9
UNI	78.7	82.7	80.5	82.6	82.8	81.9	82.0	81.2	81.8	82.4	82.1	83.1
Regent Total												
SUI	83.1	85.5	84.0	82.4	84.0	84.2	84.7	83.1	83.4	82.2	83.3	84.6
ISU	82.7	83.1	84.2	83.2	81.6	81.4	81.8	81.1	81.5	81.5	82.8	83.6
UNI	78.2	82.1	79.8	81.9	82.5	81.7	81.4	80.2	80.7	81.8	82.0	82.4



**TABLE 3**  
**RETENTION RATES AFTER 2 YEARS FOR RACIAL/ETHNIC MINORITY STUDENTS**  
**FOR ENTERING CLASSES OF 1986-96**

	1986 %	1987 %	1988 %	1989 %	1990 %	1991 %	1992 %	1993 %	1994 %	1995 %	1996 %
African-American											
SUI	66.0	56.8	62.5	66.4	57.1	57.4	61.2	68.6	72.5	67.3	80.6
ISU	42.1	40.7	53.3	54.1	70.6	67.2	52.5	53.6	56.7	62.9	54.7
UNI	39.1	41.7	50.0	62.2	59.2	58.1	48.6	54.5	50.0	55.2	53.6
Asian-American											
SUI	72.7	84.9	82.6	69.7	81.8	76.1	77.1	80.6	74.0	76.5	71.0
ISU	81.6	72.1	73.2	76.4	75.9	73.0	73.4	69.9	77.3	76.6	70.7
UNI	66.7	33.3	45.5	80.0	62.5	78.9	78.6	50.0	61.3	78.9	60.0
Native-American											
SUI	72.7	88.9	85.7	71.4	80.0	66.7	85.7	76.9	40.0	83.3	81.8
ISU	50.0	0.0	75.0	71.4	0.0	57.1	40.0	42.9	71.4	75.0	50.0
UNI	0.00	0.0	25.0	0.0	50.0	40.0	25.0	75.0	0.0	60.0	50.0
Hispanic-American											
SUI	62.5	85.0	59.5	73.5	73.3	51.4	70.2	55.0	73.6	63.9	66.7
ISU	70.5	75.0	62.2	61.8	60.7	51.9	59.6	66.1	63.6	55.6	61.7
UNI	42.9	100.0	50.0	50.0	87.5	64.3	46.7	60.0	36.4	59.1	78.6
White											
SUI	75.0	76.5	74.8	74.6	76.2	75.4	75.4	74.4	74.9	75.9	76.3
ISU	70.8	74.8	75.4	74.6	72.3	72.4	73.1	72.3	72.2	73.8	75.4
UNI	78.7	72.2	73.4	74.4	74.4	72.6	72.7	74.4	73.3	74.0	75.1
Regent Total											
SUI	74.3	76.2	74.0	74.0	75.1	74.3	74.6	73.6	74.2	74.8	75.7
ISU	73.2	73.4	74.3	73.2	71.7	71.5	72.1	70.8	71.8	73.3	74.4
UNI	70.2	71.5	72.3	73.8	73.9	71.9	71.9	73.2	72.1	73.4	74.6



## APPENDIX O

Following is a paper written by Dinh VanLo in July, 1992 during his term as President of the Society of Thaidam-American Friendship (SOTAF), 3818 S.E. 26<sup>th</sup> Street, Des Moines, Iowa 50320.

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## CONTRIBUTIONS OF IMMIGRANTS AND REFUGEES

by Dinh VanLo  
July 1992

When you enter the New York harbor you can see our beautiful, majestic, and historic "Statue of Liberty". If you come closer you will be able to read its imprint which says, "...give me your tired, your poor, your huddled masses yearning to be free, send these the homeless, tempest-tossed to me...". The world has given its tired poor and oppressed and our country has made them well. And they in turn have made this country well and proud of them. But the world gave more than its poor it also gave this country the cream of its crop. Some people that came to this country belonged to the elite groups in their own country. Some were former Kings and Queens, Dukes and Duchesses, engineers, doctors, artists, painters, top officials, businessmen...

### **Strong Values for Success**

All these people for some reason or other resettled in the United States of America. They carried with them a strong belief in freedom, a strong work ethic, a strong orientation to community service, a strong sense of justice and compassion for the needy, and a strong will for success. The characteristics mentioned above were always the ideals and practices of the American people. But once in a while these ideals became rusty until new arrivals aroused them, woke them up, and placed them back in their important rightful place

In the 70's and the 80's we accepted rightfully approximately 1 million S.E. Asians refugees. As did other earlier arrivals, these people brought with them the same characteristics of newcomers. They carried with them a strong sense of family traditions, respect for the elderly, respect for authority, a strong belief in education, a strong belief in the capitalistic society, a strong anti-communist sentiments, a belief in self-sacrifice for the successes of their offspring or family members, and the search for freedom and opportunity.

### **Rich Culture & Traditions**

However refugees and immigrants were attracted to this country because of their commitment to the U.S. values. These people also brought rich cultures, rich traditions, rich languages and different outlooks and view points of life that not only enrich this country but supplement every single American in their quest for knowledge of the world. We don't have to go to Japan to learn the Japanese language and

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culture; we don't have to travel to Laos to learn about the practice of shamanism, we don't have to go to Iran to do intensive research on how the people in the region think and act. We can get it all here in our backyard. We can get the information from the best, from first-hand accounts and fresh real people. The information we collect can determine our commerce, our trade, our foreign policy and our greatness in the world.

## **ECONOMY**

From an economic point of view the refugees fit well in the American labor market. American factories and industries are in need of workers and more workers. With the arrivals of the refugees with cheap skilled labor, that didn't cost anything to be trained, it came in very handy. The refugees, with only shirts and pants on their backs, needed jobs; any jobs; in order to feed, to cloth, and to house their families. Some work 1 or 2 jobs just to survive in the first few years. They came here to run away from persecution, to find freedom and to work to improve their economic and social condition, not to collect welfare. For some well-to-do people with capital, they were able to start right away to open small businesses and shops. These new arrivals worked at various private and public sectors, they pay taxes and they are consumers. They help fill up the National Treasury purse in the process.

### **Purchase and Taxes**

Can you imagine, at the beginning, a family with only shirts and pants on their frail bodies, possessing all the items that a normal American house would have in 3 or 5 years? They bought food, cars, furniture, clothes, and houses, starting from scratch. In Iowa we have about 10 000 refugees. Approximately more than half of this number own one or two cars, each car valued at \$ 10 000. That is at least a \$120 millions that the refugees spend in just the Iowa car industry only. And we don't talk about other items yet. And we know that this money is reinvested in our local economy and industry.

One study has estimated that the average immigrant pays \$10 000 to \$20 000 (1975 dollars) more in lifetime taxes than he or she receives in government benefits. And the biggest windfall to U.S-born-citizens is that these immigrants pay social security taxes during their working life even though most didn't have their parents collecting benefits. This causes a one-time windfall to the retirement system trust fund since the Social Security system is not an insurance program but it is an income transfer program. In other words these immigrants and refugees help us to maintain our Social Security System at a somewhat healthy level.

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**U.S. Department of Labor Bureau of International Labor Affairs.**

Study after study has confirmed that immigrants benefit U.S. citizens economically and socially. In its 229 pages, the 1989 report of the "Effects of Immigration on the U.S. Economy and Labor Market", the U.S. Department of Labor Bureau of International Labor Affairs, stated that immigrants often create jobs for U.S. workers and increase the aggregate income of the native-born population, because they have a high propensity to start new businesses. This has been a major force in contributing to urban renewal of major U.S. cities. According to this report, "the vitality (of immigrant owned businesses) means that such enterprises are prodigious creators of jobs and contribute substantially to an area's over all economic vitality".

**Time Magazine: Benefits of immigrants to the U.S Labor market.**

The presence of immigrants in the U.S. labor market benefits employers, consumers and the U.S. international economic potential greatly. Time magazine of April 9, 1990, affirmed this report. In it's cover story of "Beyond the Melting Pot", it mentioned the success of the Vietnamese refugees in California, who changed the 1 1/2 mile strip of Bolsa Avenue between Garden Grove and Westminster in Orange county, which had been a ragged quilt of vacant lots and small stores, bean fields and discount emporiums, into 800 shops and restaurants where 20 000 to 50 000 Vietnamese flock each week-end to shop and dine out in this areas locally known as little Saigon, where now more than 80 000 refugees have made their homes. This is the center of one of the largest Vietnamese enclaves outside Indochina. The Time article had also mentioned about 300 000 Korean who lived and worked in Koreatown in Los Angeles with thousands of Korean businesses with mom-and pop curio stores, multinational banks, tiny storefronts, and gleaming glass buildings. And more than 60 percent of residents Chinese descent live in Monterey Park to the East of Los Angeles. Only 32% white and 16% Hispanic live in this town of 60 000 people where dozens of shopping centers sprouted to cater to new Chinese residents.

With the influx of Asians, from across the Pacific have come Asian trade and Asian money. New immigrants do business with friends and relatives in their home countries, tapping into Tokyo, and the expanding capital markets of Hong Kong, Taipei, Singapore and Bangkok. Healthy stakes in real estate, banking, medicine, engineering, commerce and finance give Asians in America the appearance of a gilded community. This translates to more taxpayers, more businesses, more jobs and more economic growth.

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### **Heritage Foundation: Effect of Immigration on economic growth**

The Heritage Foundation in its November 6, 1989 report of its 1986 survey of thirty of America's most distinguished economic scholars found that eight out of ten polled believed that the 20th century immigration has had a "very favorable effect on the nation's economic growth". And today a disproportionate share of America's Nobel Prize winners, high school valedictorians, inventors, Ph.D. scientists and engineers, and business entrepreneurs are foreign born. Asians are the leading foreign source of U.S. engineers, doctors and technical workers. The 400 Silicon valley electronics firms owned by Asian Americans in 1989 earned revenues of \$2.5 billion. Asians make up 10% of the California population but 12.2% of the state University enrollment. And 19 000 Asians are college faculty members throughout the U.S. In the Des Moines, Iowa, Public schools, since 1987 our High schools produce many valedictorians, and scores of honor roll students and college graduates yearly. Small businesses such as Asian fashions, tailors, restaurants and Asian grocery stores can be seen throughout the state.

### **Government's Economic Report**

The Economic Report of the President transmitted to the Congress dated February 1986, together with the Annual report of the Council of Economic advisors also concluded that " Immigrants have a favorable effect on the overall standard of living and economic development". There is evidence that immigration has increased job opportunities and wage levels for other workers. The new arrivals also provide a net fiscal benefit to the nation by paying more taxes than they use in public services. And as stated earlier, immigrants come to this country seeking a better life, and their personal investments and hard work provide economic benefits to themselves and to the country as a whole.

### **Conclusion**

In conclusion, the contributions of immigrants and refugees to the nation cannot be questioned:

- Immigrants and refugees create new job opportunities for U.S. workers by starting new businesses.
- Immigrants create jobs through their purchases of goods and services with the money they earn and the money they bring to the U.S..
- Immigrants and refugees tend to move to areas where jobs are plentiful and they came in a time when the U.S. economy is best able to absorb them.

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- Finally, these new arrivals remind us and give us a continual renewal of our beliefs in the American value system, and the special sense of the importance of the word freedom that we all cherish. Immigrants and refugees are valuable assets, not liabilities to the nation. Immigrants constantly replenish the American spirit. Arriving from less-fortunate nations, they are supremely grateful for the things we take for granted. By reminding us of our blessings, they keep us humble.

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## APPENDIX P

Following is information regarding President Clinton's June 7, 1999, Executive Order to increase participation of Asian Americans and Pacific Islanders in federal programs. Work group member Dinh VanLo provided information about the White House Initiative which will create an advisory commission and call "for a coordinated federal governmentwide effort to improve the quality of life of Asian Americans and Pacific Islanders in areas where they may be underserved." The initiative "will address Asian American and Pacific Islander concerns in a variety of areas, from health to education, housing, labor, economic and community development."





## EXECUTIVE ORDER

### INCREASING PARTICIPATION OF ASIAN AMERICANS AND PACIFIC ISLANDERS IN FEDERAL PROGRAMS

By the authority vested in me as President by the Constitution and the laws of the United States of America, including the Federal Advisory Committee Act, as amended (5 U.S.C. App.), and in order to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where they may be underserved (e.g., health, human services, education, housing, labor, transportation, and economic and community development), it is hereby ordered as follows:

Section 1. (a) There is established in the Department of Health and Human Services the President's Advisory Commission on Asian Americans and Pacific Islanders (Commission). The Commission shall consist of not more than 15 members appointed by the President, one of which shall be designated by the President as Chair. The Commission shall include members who: (i) have a history of involvement with the Asian American and Pacific Islander communities; (ii) are from the fields of health, human services, education, housing, labor, transportation, economic and community development, civil rights, and the business community; (iii) are from civic associations representing one or more of the diverse Asian American and Pacific Islander communities; and (iv) have such other experience as the President deems appropriate.

(b) The Secretary of the Department of Health and Human Services (Secretary) shall appoint an Executive Director for the Commission.

Sec. 2. The Commission shall provide advice to the President, through the Secretary, on: (a) the development, monitoring, and coordination of Federal efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where such persons may be underserved and the collection of data related to Asian American and Pacific Islander populations and sub-populations; (b) ways to increase public-sector, private-sector, and community involvement in improving the health and well-being of Asian Americans and Pacific Islanders; and (c) ways to foster research and data on Asian Americans and Pacific Islanders, including research and data on public health.

Sec. 3. The Department of Health and Human Services shall establish the White House Initiative on Asian Americans and Pacific Islanders (Initiative), an interagency working group (working group) whose members shall be appointed by their respective agencies. The Executive Director of the Commission shall also serve as the Director of the Initiative, and shall report to the Secretary or the Secretary's designee. The working group shall include both career and noncareer civil service staff and commissioned officers of the Public Health Service with expertise in health, human services, education, housing, labor, transportation, economic and community development, and other relevant issues. The working group shall advise the Secretary on the implementation and coordination of Federal programs as they relate to Asian Americans and Pacific Islanders across executive departments and agencies.

Sec. 4. The head of each executive department and each agency designated by the Secretary shall appoint a senior Federal official responsible for management or program administration to report directly to the agency head on activity under this Executive order, and to serve as a liaison to the Initiative. The Secretary also may designate additional Federal Government officials, with the agreement of the relevant agency head, to carry out the functions of the Initiative. To the extent permitted by law and to the extent practicable, each executive department and designated agency shall provide any appropriate information requested by the working group, including data relating to the eligibility for and participation of Asian Americans and Pacific Islanders in Federal programs. Where adequate data are not available, the Initiative shall suggest the means of collecting such data.

Sec. 5. Each executive department and designated agency (collectively, the "agency") shall prepare a plan for, and shall document, its efforts to improve the quality of life of Asian Americans and Pacific Islanders through increased participation in Federal programs where Asian Americans and Pacific Islanders may be underserved. This plan shall address, among other things, Federal efforts to: (a) improve the quality of life for Asian Americans and Pacific Islanders through increased participation in Federal programs where they may be underserved and the



collection of data related to Asian American and Pacific Islander populations and sub-populations; (b) increase public-sector, private-sector, and community involvement in improving the health and well-being of Asian Americans and Pacific Islanders; and (c) foster research and data on Asian Americans and Pacific Islanders, including research and data on public health. Each agency's plan shall provide appropriate measurable objectives and, after the first year, shall assess that agency's performance on the goals set in the previous year's plan. Each plan shall be submitted at a date to be established by the Secretary.

Sec. 6. The Secretary shall review the agency plans and develop for submission to the President an integrated Federal plan (Federal Plan) to improve the quality of life of Asian American and Pacific Islanders through increased participation in Federal programs where such persons may be underserved. Actions described in the Federal Plan shall address improving access by Asian Americans and Pacific Islanders to Federal programs and fostering advances in relevant research and data. The Secretary shall ensure that the working group is given the opportunity to comment on the proposed Federal Plan prior to its submission to the President. The Secretary shall disseminate the Federal Plan to appropriate members of the executive branch. The findings and recommendations in the Federal Plan shall be considered by the agencies in their policies and activities.

Sec. 7. Notwithstanding any other Executive order, the responsibilities of the President that are applicable to the Commission under the Federal Advisory Committee Act, as amended, except that of reporting to the Congress, shall be performed by the Secretary in accordance with the guidelines and procedures established by the Administrator of General Services.

Sec. 8. Members of the Commission shall serve without compensation, but shall be allowed travel expenses, including per diem in lieu of subsistence, as authorized by law for persons serving intermittently in the Government service (5 U.S.C. 5701-5707). To the extent permitted by law and appropriations, and where practicable, agencies shall, upon request by the Secretary, provide assistance to the Commission and to the Initiative. The Department of Health and Human Services shall provide administrative support and funding for the Commission.

Sec. 9. The Commission shall terminate 2 years after the date of this Executive order unless the Commission is renewed by the President prior to the end of that 2-year period.

Sec. 10. For the purposes of this order, the terms: (a) "Asian American" includes persons having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent; and

(b) "Pacific Islander" includes the aboriginal, indigenous, native peoples of Hawaii and other Pacific Islands within the jurisdiction of the United States.

*William Clinton*

THE WHITE HOUSE,

June 7, 1999.



# HHS NEWS

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

FOR IMMEDIATE RELEASE  
Monday, Sept. 27, 1999

Contact: HHS Press Office  
202-690-6343

## NEW EXECUTIVE DIRECTOR FOR WHITE HOUSE INITIATIVE ON ASIAN AMERICANS AND PACIFIC ISLANDERS BEGINS NEW DUTIES

Shamina Singh, a health and labor official in the Clinton administration, starts today at the U.S. Department of Health and Human Services (HHS) as the first executive director of the White House Initiative on Asian Americans and Pacific Islanders, the department announced. "We are pleased that HHS will play a leadership role in this important initiative and that Ms. Singh will head our effort," said HHS Deputy Secretary Kevin Thurm. "We are confident that she will work to ensure that the President's goals are met and the needs of Asian American and Pacific Islanders throughout this country are addressed thoroughly and with results."

The office was created by President Clinton when he signed an Executive Order in June creating an advisory commission and calling for a coordinated federal governmentwide effort to improve the quality of life of Asian Americans and Pacific Islanders in areas where they may be underserved. The initiative will address Asian American and Pacific Islander concerns in a variety of areas, from health to education, housing, labor, economic and community development.

"I'm thrilled to be part of the project that will fulfill the administration's goal of having all groups participate equally in the formation of the vision for American life in the 21st century," said Singh, who served for the last year as a special assistant to the Secretary at the U.S. Department of Labor. Prior to joining the Clinton administration, Singh specialized in health care issues for the Service Employees International Union.

As executive director of the White House Initiative on Asian Americans and Pacific Islanders, Singh will oversee a federal interagency working group and a presidential advisory commission. The federal working group will advise HHS Secretary Donna E. Shalala on the implementation and coordination of federal programs and how they relate to Asian Americans and Pacific Islanders. The commission will advise the President on: 1) how the federal government can better serve the Asian American and Pacific Islander community, 2) strategies for increasing public- and private-sector involvement in improving the health and well-being of Asian Americans and Pacific Islanders; and 3) better ways to foster research to gather public health data on Asian Americans and Pacific Islanders, including subgroups. The advisory commission will serve until June 7, 2001.

The White House Initiative on Asian Americans and Pacific Islanders supports the Clinton administration's 18-month-old efforts, through HHS, to eliminate racial and ethnic health disparities in six key areas of health for Asian Americans and Pacific Islanders and other racial and ethnic minorities.



This White House initiative is one of several that address a variety of needs for minority populations. These other initiatives include the White House Initiative on Historically Black Colleges and Universities, the White House Initiative on Tribal Colleges and Universities, and the Hispanic Agenda for Action.

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Note: HHS press releases are available on the World Wide Web at: <http://www.dhhs.gov>.

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Last updated: 09/29/99



## APPENDIX Q

Following are two newspaper articles printed with permission of The Des Moines Register.

The first article is entitled "From distant shores to Iowa" and was written by Kenneth Pins. It appeared January 20, 1997.

The second article is entitled "Culture rooted in land" and was written by Frank Santiago. It appeared on August 15, 1999.



THE NEWSPAPER IOWA DEPENDS UPON

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# Des Moines Register

DES MOINES, IOWA ■ MONDAY, JANUARY 20, 1997 ■ PRICE 35 CENTS

## From distant shores to Iowa

About 22,000 immigrants have arrived in the state in the last decade, changing — slightly — the demographic portrait of the state.

By KENNETH PINS

OF THE REGISTER'S WASHINGTON BUREAU

Washington, D.C. — Vietnamese immigrants have moved to Des Moines. Hispanic meatpackers have gone to Marshalltown and Storm Lake. Chinese college students arrived in Iowa City and Ames after Tiananmen Square. Canadian students have been heading to Fairfield. Immigration into Iowa has expan-

ded in recent years.

An estimated 22,300 legal immigrants have moved to Iowa since 1986, and the trend is moving upward.

Since 1992, as Iowa's economy expanded, the number of such immigrants moving into the state has run well above 2,000 a year, a nearly

50 percent rise from the mid-1980s. U.S. Immigration and Naturalization Service records show.

### Attracted by Jobs

And that's not counting undocumented workers, many of them attracted by jobs in food processing. Nor does it capture, in many cases,

foreign-born laborers who immigrated first to another state, legally or otherwise, and then moved to Iowa in search of work.

Iowa long has been among the whitest states in the nation — 96.5 percent of Iowa's population was non-Hispanic white in 1990, ranking behind only Maine, Vermont and New Hampshire.

While the numbers of immigrants remain small compared with those areas, and they still account for a tiny fraction of the overall state population, immigrants are becoming a growing and recognizable part of Iowa's population mix.

"They're not huge numbers, but they begin building because immi-

IOWA Please turn to Page 2A

POPULATION  
WHERE IOWA IS HEADED

Second of two articles



# More immigrants coming to Iowa

## IOWA

Continued from Page 1A

grants can bring in relatives so easily," said Calvin Beale, a demographer with the U.S. Agriculture Department.

### Potential for Growth

Without arrivals from other countries, Iowa would still be watching more people move out than in. With them, Iowa has a segment of the population that is young, albeit sometimes low-skilled, with a high potential for growth.

"They are younger, and they do tend to have larger families," said Sandra Charvat Burke, a sociologist at Iowa State University and chairwoman of the diversity panel in Marshalltown, where Hispanic workers have moved to take jobs in the Swift & Co. pork processing plant.

As Iowa's native-born population ages and the birth rate declines, immigrants may become one perceptible source of population replacement. "That will be an increasing component of it," said Burke.

The differences between Iowa's immigrant and native-born populations are striking. In Iowa generally, the median age in 1990 was 34, one of the oldest in the United States. Among legal immigrants in federal records covering 1986-95, the median age was 25.

Just 7 percent of Iowans were of preschool age in 1990, and one-fourth of all Iowans were younger than 18. Among immigrants over the past decade, 12 percent were preschoolers and nearly one-third were younger than 18.

But who are they, where are they coming from, where are they settling and are they staying?

A lot is known about legal immigrants, who are detailed in federal

records stretching from 1986 through September 1995. Less understood are the undocumented arrivals, plus the 1,800 recently arrived refugees from Bosnia.

### Calling Des Moines Home

More than one-fourth of legal immigrants coming to Iowa have settled in Polk County. Many of them have been Vietnamese immigrants, primarily refugees and their families. They account for one-fifth of all legal immigrants to Iowa, by far the largest group in the decade covered by immigration-agency computer files.

Immigration from Vietnam peaked in 1992, and nearly all of the more than 4,000 Vietnamese immigrants settled in one of three places — Polk, Scott or Woodbury counties.

Like earlier generations of immigrants who carved distinct neighborhoods in cities, one-fourth of Vietnamese immigrants to Iowa settled in two ZIP codes — an area in Des Moines just north of the freeway and west of the Des Moines River.

William Frey, a demographer at the University of Michigan, notes that in cities, immigrants tend not to bring advanced job skills, and sometimes merely displace low-skilled native-born workers in a local job market.

But there are striking differences within the immigrant population.

India is the fifth-largest source of legal immigrants to Iowa in the period covered by the federal records, with more than 1,100 arrivals. They are overwhelmingly professional — dominated by doctors, engineers, college-level teachers, health workers and people in the natural or computer sciences.

A surge of Chinese immigrants came to Iowa in 1993. Nearly two-thirds of them were destined for







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# Culture rooted in land

*Hmong families find new hope in farming*

By **FRANK SANTIAGO**

REGISTER STAFF WRITER

This summer, Jay and Xay Lee's small farm is alive with cabbage, melons, spinach, onions and herbs.

"Look," Jay Lee says, holding a yellowish green fruit he plucked from the ground. "Bitter melon." Eat it and in a couple of days, Lee promises, your blood pressure will go down.

Carved from Polk County's sprawling cornfields, the Lees' carefully

tended farm of familiar and not-so-familiar produce south of Ankeny is their down payment on a dream.

From the 6 acres, 3 of which they own, the Lees get badly needed income and food.

What's more, they have found a small piece of America where they can turn the earth as their ancestors did in Asia for centuries. At a time when many Iowa farmers are in despair over low crop and livestock prices, the Hmong are happy with the

opportunities that farming gives them.

"I tell my children if you don't dream and do something, you have nothing," Xay Lee said with a smile in her halting English. "If you dream and do something, you get it."

The Lees, who are at the small spread every day after leaving home in Des Moines, are Hmong (pronounced mong), a tribe of highland farmers from northern Laos. They settled in

**HMONG** Turn to Page 6B



# Hmong find opportunities, sense of ancestry in land

## HMONG

*Continued from Page 1B*

Iowa in 1979 with hundreds of other Hmong and southeast Asians, who had fled earlier when the Vietnam War came to a crashing end.

Now, the agrarian Hmong are landowners and small producers. The United States Department of Agriculture estimates there are 40 Hmong families in Polk County, 20 of whom own farms up to 15 acres. They are postage stamp-sized, chemically free places groomed by hand and surrounded by giant Iowa farms.

"They cannot separate farming from their culture," said Tanya Meyer, a USDA specialist in Williamsburg who has been working with the Hmong to develop new markets. "They like the independence."

Wayne Johnson, chief of the Iowa Bureau of Refugee Services, said the Asian farmers have found new hope in farming.

"Naturally being small, they have a very strong organization," he said. "They are a culture built on a clan society. To keep up with their traditional rituals, it's very important to maintain the clan structure and to stay close to the earth."

This spring, the USDA began efforts to help the farmers grow things that are in demand. Past attempts by the Hmong had mixed results because the quality and supply haven't been dependable.

"They've always had problems with production," said Johnson. "When it didn't rain or the crop would go bad, they didn't have anything to sell. When they did have, then they hadn't locked in a market."

A solution, suggested Johnson, is boutique farming, an array of garlic, parsley, mint, ginger and vegetables. Much of such produce is usually flown to the Midwest from as far

away as Hawaii.

Meyer said the USDA is studying the alternatives and will furnish the Lees with two small plastic-covered greenhouses costing \$10,000 to grow seedlings in the winter.

"They've never asked for money," she said. "They have wanted research and information."

When the Vietnam War ended in 1975, more than 60,000 Hmong, many of whom fought Communists and helped Americans in the war, were resettled in the United States.

By the late 1970s, 1,200 had moved to Iowa with thousands of other southeast Asians.

Rural and unsophisticated, the Hmong had trouble adjusting at the outset. There were reports of depression and confusion and anger about lack of job training.

"But they have remained as solid, if not more solid, as any other group," Johnson said. "In the last 10 years, we have seen a lot of their young children attain educational status. They reflect a high value for education."

The younger Hmong have been



seduced by the American culture.

"The traditional leadership in the country, though, has accommodated the younger folks," Johnson noted. "Rather than freeze them out or exclude them or condemn them, the Hmong have made the whole house bigger."

Johnson estimates that 400 to 500 Hmong remain in Iowa, and most of them are in Polk County. Hundreds have left since the early 1980s for larger Hmong communities in California, Minnesota's Twin Cities and Wisconsin.

"They have become very closely identified with the United States," he said.

Jay Lee, 49, and Xay Lee, 64, are naturalized citizens. Neither reads or writes English, but all their five children do. One daughter has a college degree in social work from the University of Northern Iowa.

The Lees learned to speak halting English by listening to others or watching television. Xay Lee said she got a hang for the language while working at McDonald's. Jay Lee, a welder who makes Roto-Rooter machines in West Des Moines, picked it up from fellow workers.

By borrowing a few hundred dollars here, and scraping money together there, the Lees were able to put a down payment on the 3 acres. They rent the other 3 acres. The farm's income rarely is enough to pay the \$425 monthly payment on

the loan.

"They share their dreams and their thoughts of self-determination," said Meyer. "They want to live off the land, and they want to own that land. The Hmong want their own things under their own control."

"I've been touched by how polite and kind they are. They come across as being very sweet," she said.

When they aren't at their farm, the Lees are working at day jobs — Jay Lee at his welding job and at the family's pretzel stand in the Kaleidoscope mall downtown.

Jay Lee's proud possession is a 1950s vintage Allis-Chalmers tractor. It has no battery and must be cranked alive by hand.

Almost all the work on the tiny spread also is done by hand. The Lees leave their home in the afternoon to care for the plants. When evening approaches, the couple, often joined by their children, sometimes work by flashlight, picking off menacing bugs or weeding.

Standing in a patch of herbs, Xay Lee said she dreams of when she and her family can build a home somewhere on the land.

"We don't have a lot of money," she said. "But, what we have, we want it to be our own."

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